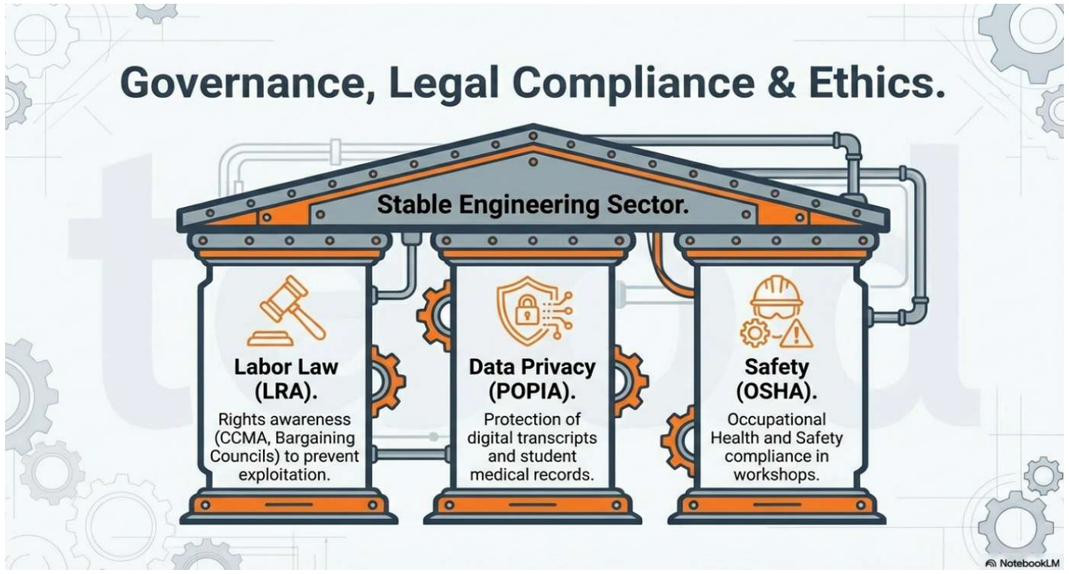
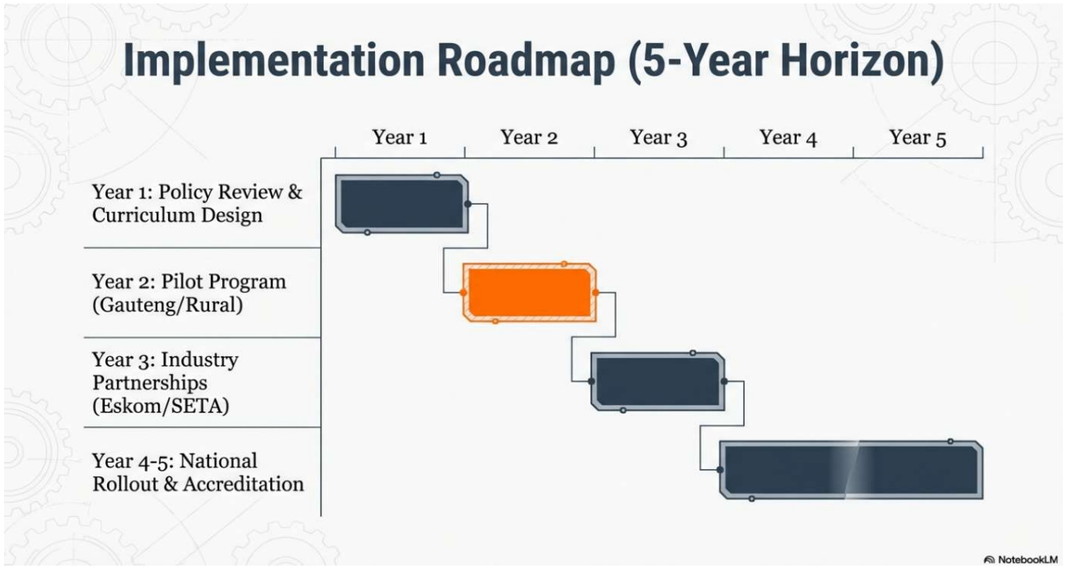
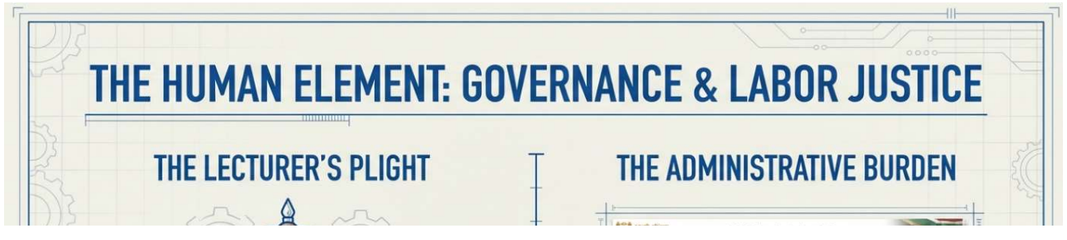
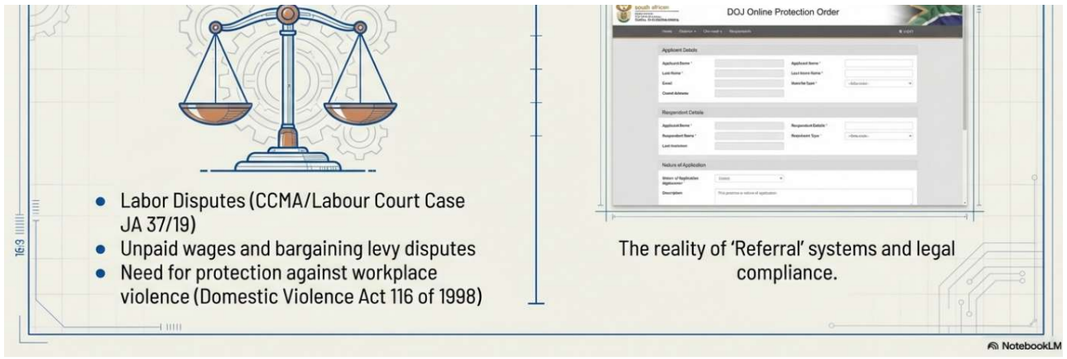
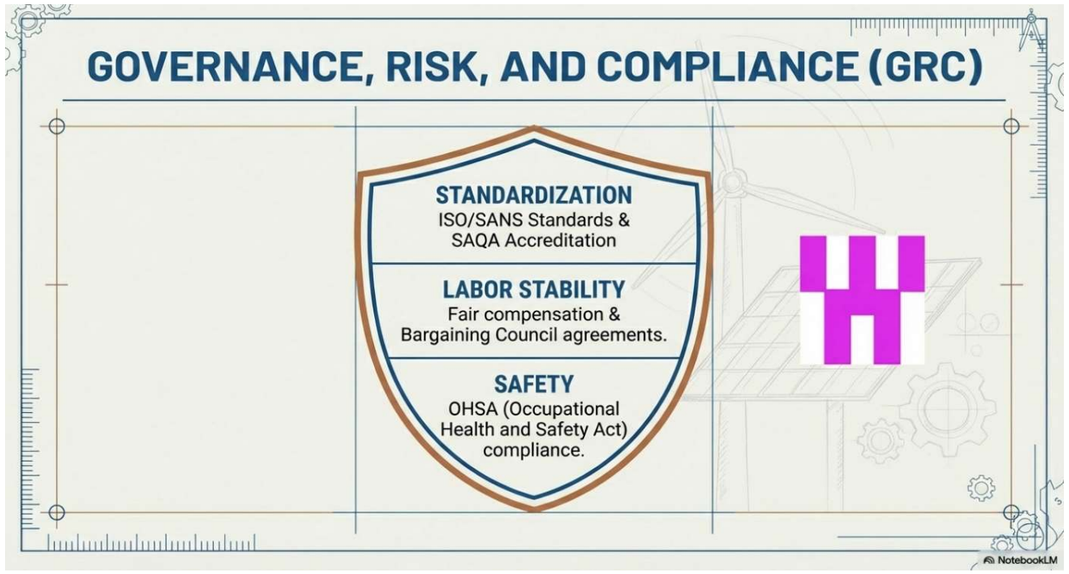
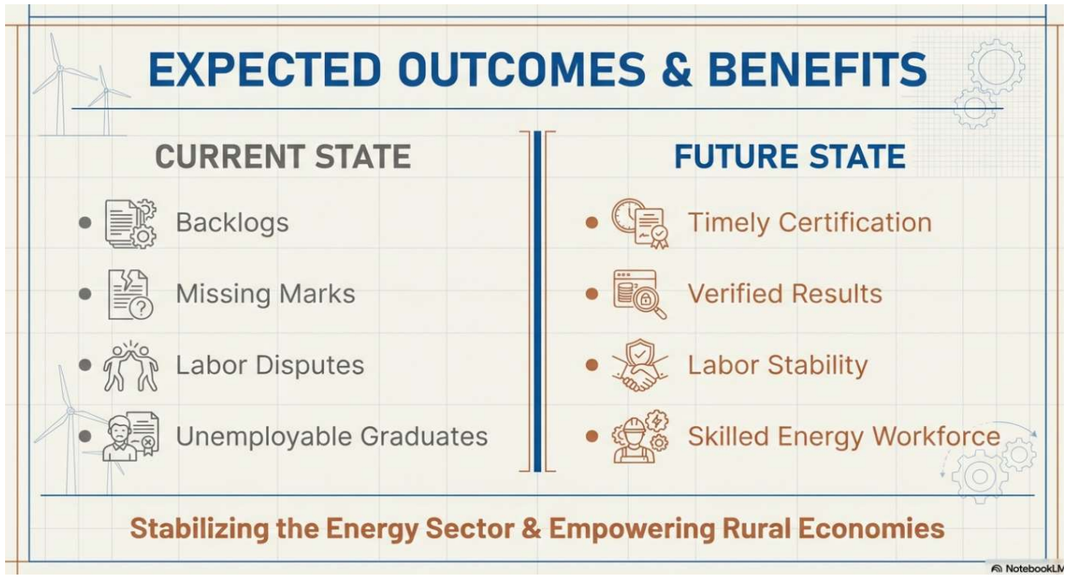

Governance, Legal Compliance & Ethics.
Stable Engineering Sector.
Labor Law (LRA).
Rights awareness (CCMA, Bargaining Councils) to prevent exploitation.
Data Privacy (POPIA).
Protection of digital transcripts and student medical records.
Safety (OSHA).
Occupational Health and Safety compliance in workshops.
NotebookLM

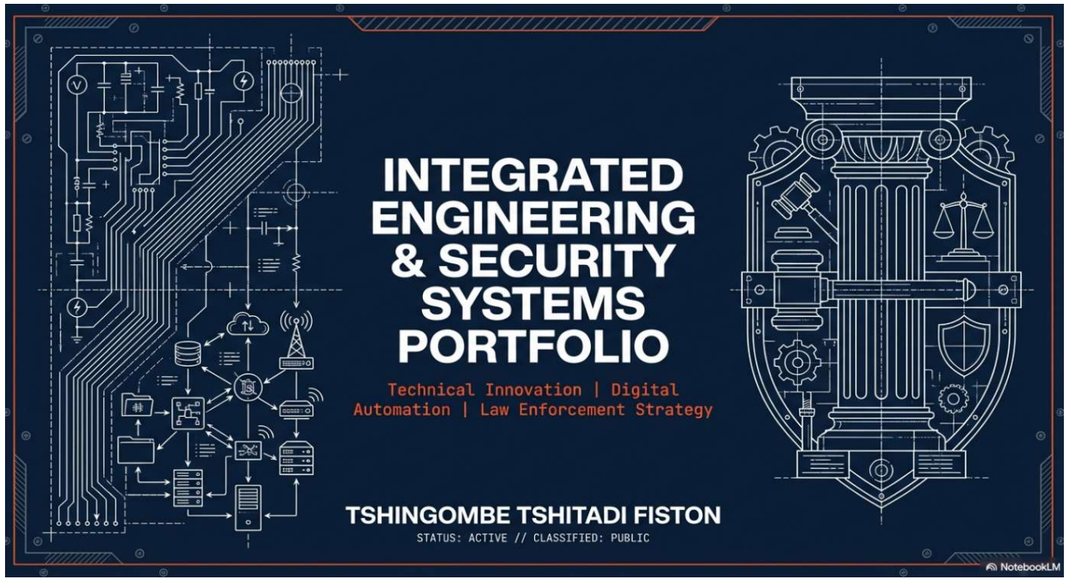

Implementation Roadmap (5-Year Horizon)
Year 1
Year 2
Year 3
Year 4
Year 5
Year 1: Policy Review & Curriculum Design
Year 2: Pilot Program (Gauteng/Rural)
Year 3: Industry Partnerships (Eskom/SETA)
Year 4-5: National Rollout & Accreditation
NotebookLM

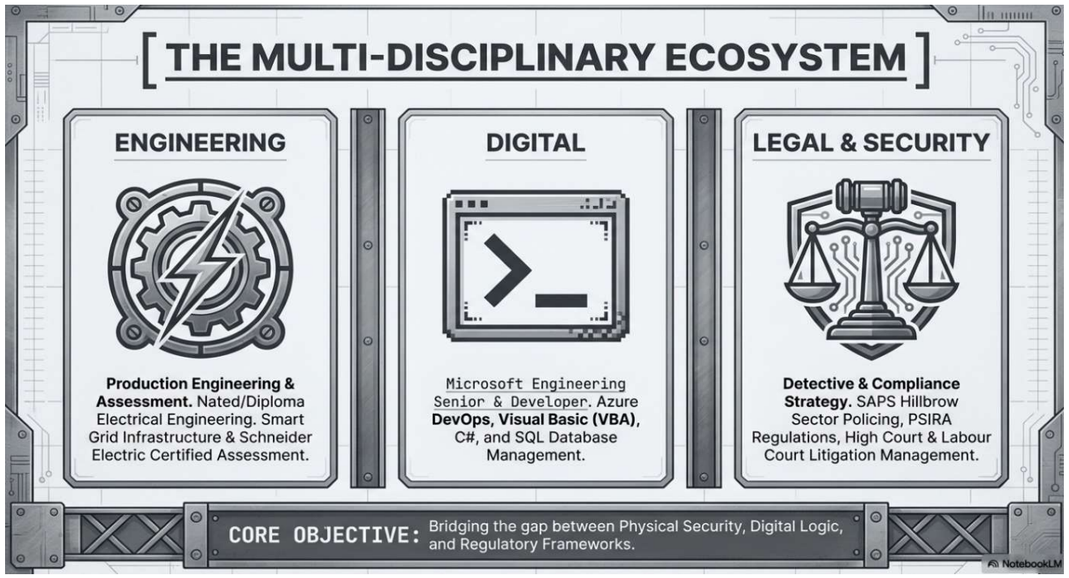

THE HUMAN ELEMENT: GOVERNANCE & LABOR JUSTICE
THE LECTURER'S PLIGHT
THE ADMINISTRATIVE BURDEN

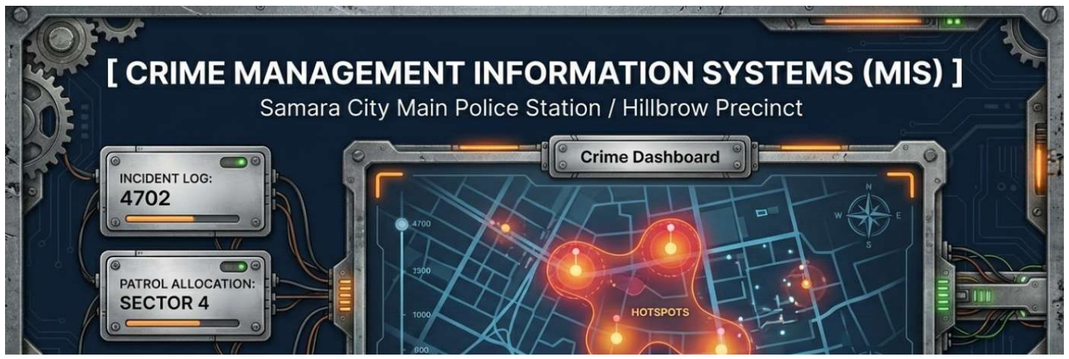

DOJ Online Protection Order
Labor Disputes (CCMA/Labour Court Case JA 37/19)
Unpaid wages and bargaining levy disputes
Need for protection against workplace violence (Domestic Violence Act 116 of 1998)
The reality of 'Referral' systems and legal compliance.
16:9
NotebookLM


GOVERNANCE, RISK, AND COMPLIANCE (GRC)
STANDARDIZATION
ISO/SANS Standards & SAQA Accreditation
LABOR STABILITY
Fair compensation & Bargaining Council agreements.
SAFETY
OHSA (Occupational Health and Safety Act) compliance.
NotebookLM


EXPECTED OUTCOMES & BENEFITS
CURRENT STATE
Backlogs
Missing Marks
Labor Disputes
Unemployable Graduates
FUTURE STATE
Timely Certification
Verified Results
Labor Stability
Skilled Energy Workforce
Stabilizing the Energy Sector & Empowering Rural Economies
NotebookLM

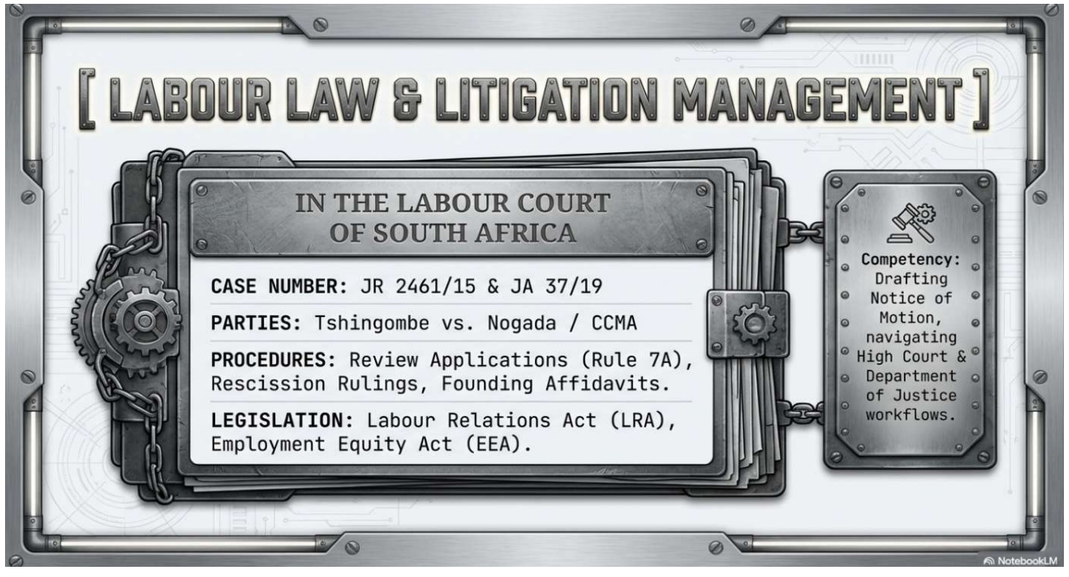

INTEGRATED ENGINEERING & SECURITY SYSTEMS PORTFOLIO
Technical Innovation | Digital Automation | Law Enforcement Strategy
TSHINGOMBE TSHITADI FISTON
STATUS: ACTIVE // CLASSIFIED: PUBLIC
NotebookLM

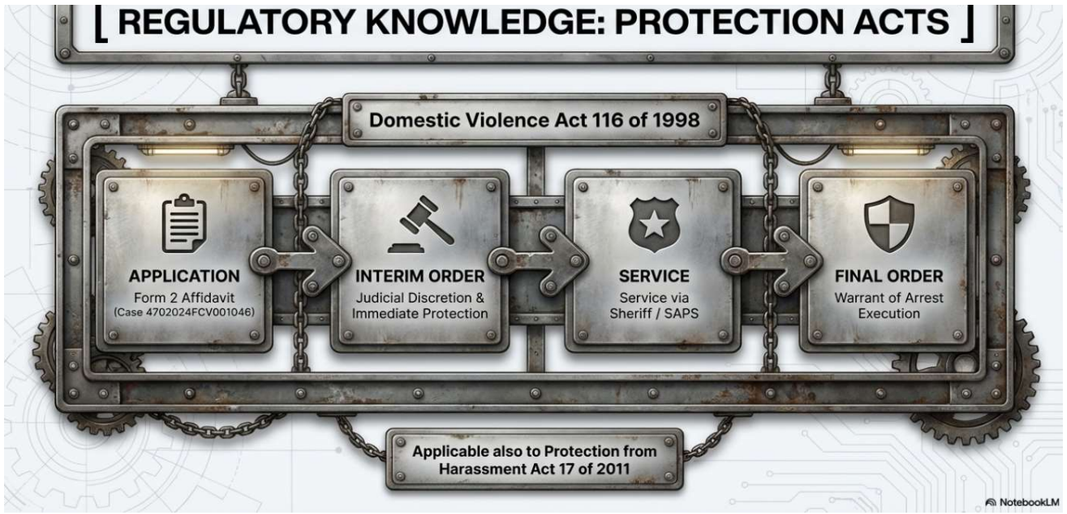

[THE MULTI-DISCIPLINARY ECOSYSTEM]
ENGINEERING
Production Engineering & Assessment. Nated/Diploma Electrical Engineering. Smart Grid Infrastructure & Schneider Electric Certified Assessment.
DIGITAL
Microsoft Engineering Senior & Developer. Azure DevOps, Visual Basic (VBA), C#, and SQL Database Management.
LEGAL & SECURITY
Detective & Compliance Strategy. SAPS Hillbrow Sector Policing, PSIRA Regulations, High Court & Labour Court Litigation Management.
CORE OBJECTIVE: Bridging the gap between Physical Security, Digital Logic, and Regulatory Frameworks.
NotebookLM


[CRIME MANAGEMENT INFORMATION SYSTEMS (MIS)]
Samara City Main Police Station / Hillbrow Precinct
INCIDENT LOG:
4702
PATROL ALLOCATION:
SECTOR 4
Crime Dashboard
HOTSPOTS

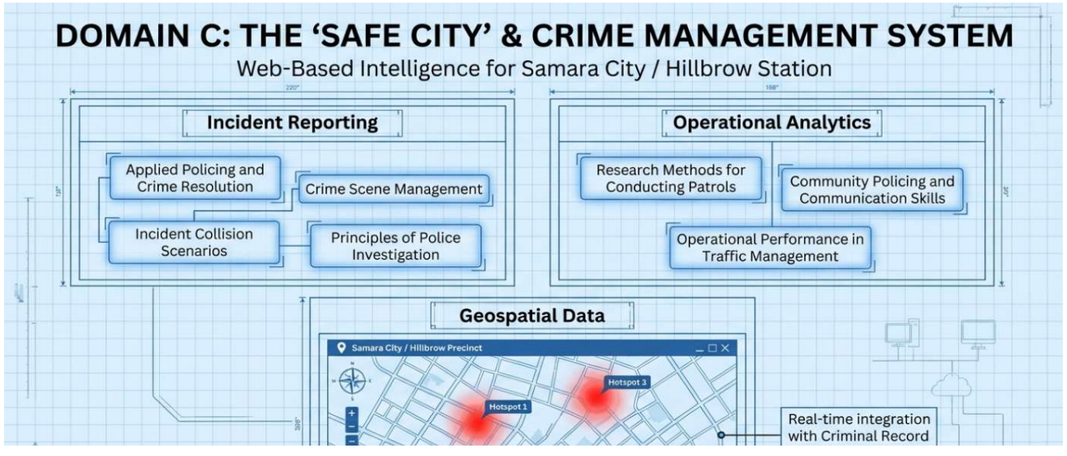
STATUS:
COMPUTERIZED
RECORD SYSTEM
ONLINE
"Transitioning from manual paper files to automated, predictive crime control."
NotebookLM

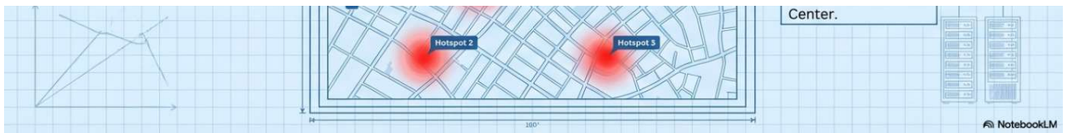
[APPLIED POLICING STRATEGY]
Operational Competencies
CRIME PREVENTION
Applications in Crime Resolution
Active Prevention Strategies
TRAFFIC MANAGEMENT
Incident Collision Scenarios
Operational Performance
CONFIRMED
INVESTIGATION
Principles of Police Investigation
Crime Scene Management
COMMUNITY
Community Policing
Communication Skills
16:9
NotebookLM

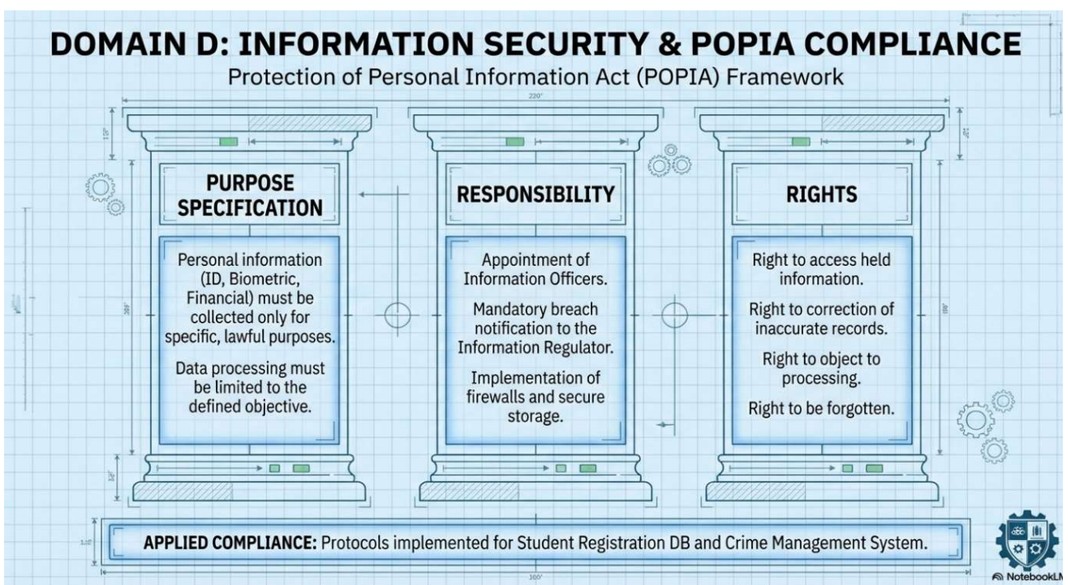

[LABOUR LAW & LITIGATION MANAGEMENT]
IN THE LABOUR COURT
OF SOUTH AFRICA
CASE NUMBER: JR 2461/15 & JA 37/19
PARTIES: Tshingombe vs. Nogada / CCMA
PROCEDURES: Review Applications (Rule 7A), Rescission Rulings, Founding Affidavits.
LEGISLATION: Labour Relations Act (LRA), Employment Equity Act (EEA).
Competency: Drafting Notice of Motion, navigating High Court & Department of Justice workflows.
NotebookLM

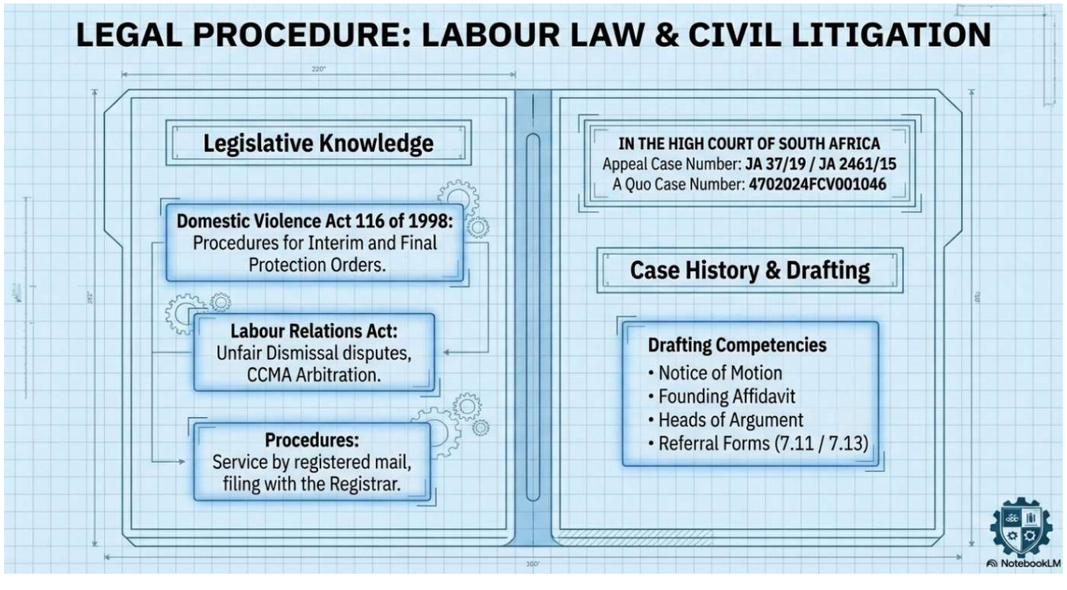

[REGULATORY KNOWLEDGE: PROTECTION ACTS]
Domestic Violence Act 116 of 1998
APPLICATION
Form 2 Affidavit
(Case 4702024FCV001046)
INTERIM ORDER
Judicial Discretion & Immediate Protection
SERVICE
Service via Sheriff / SAPS
FINAL ORDER
Warrant of Arrest Execution
Applicable also to Protection from Harassment Act 17 of 2011
NotebookLM

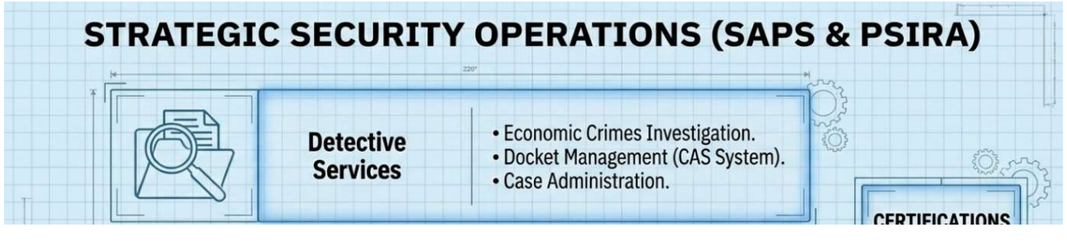
[PRIVATE SECURITY INDUSTRY REGULATION]
PSIRA REGISTERED
Private Security Industry Regulatory Authority. Compliance & Standing.
OPERATIONAL EXPERIENCE
Nogada SA / Section One. Roles: Security Officer, Physical Security (City Power/Eskom).
SASSETA ACCREDITED
Skills Development & Assessment. National Council Bargaining.
NotebookLM


DOMAIN C: THE ‘SAFE CITY’ & CRIME MANAGEMENT SYSTEM
Web-Based Intelligence for Samara City / Hillbrow Station
Incident Reporting
Applied Policing and Crime Resolution
Crime Scene Management
Incident Collision Scenarios
Principles of Police Investigation
Operational Analytics
Research Methods for Conducting Patrols
Community Policing and Communication Skills
Operational Performance in Traffic Management
Geospatial Data
Samara City / Hillbrow Precinct
Hotspot 1
Hotspot 3
Real-time integration with Criminal Record

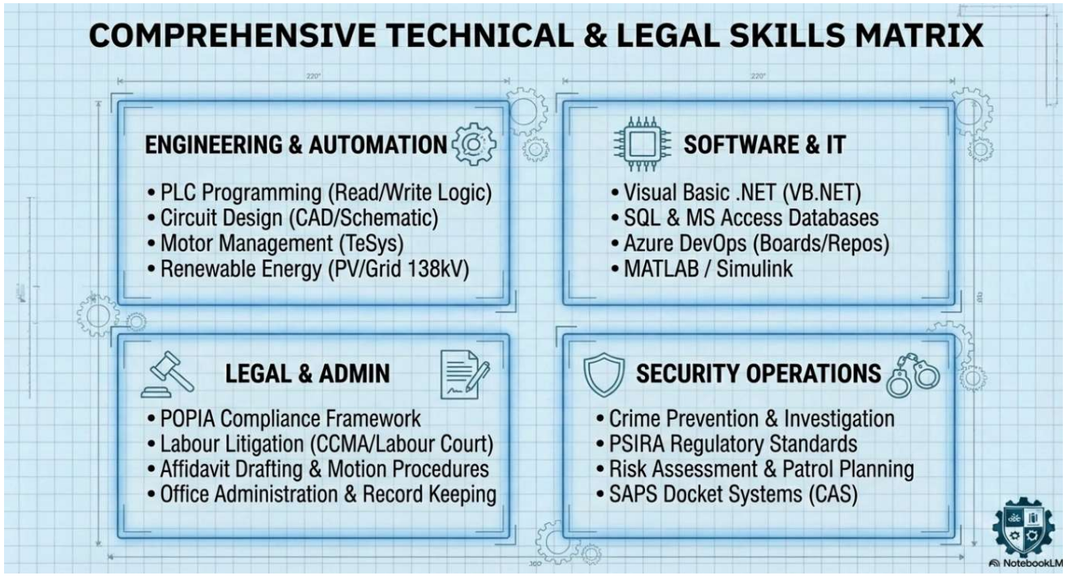

Center.
Hotspot 2
Hotspot 3
NotebookLM

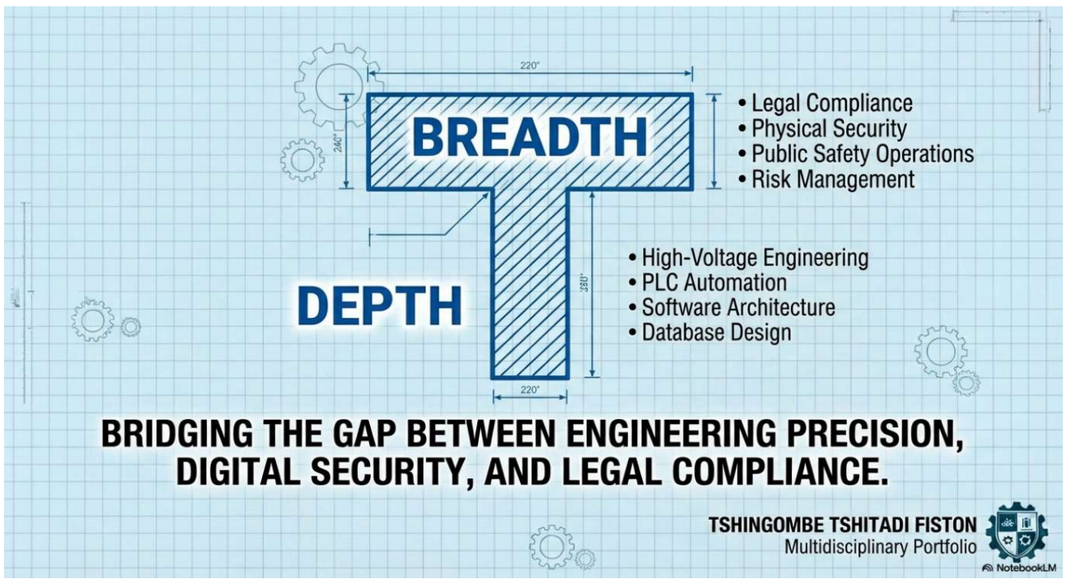

DOMAIN D: INFORMATION SECURITY & POPIA COMPLIANCE
Protection of Personal Information Act (POPIA) Framework
PURPOSE SPECIFICATION
Personal information (ID, Biometric, Financial) must be collected only for specific, lawful purposes.
Data processing must be limited to the defined objective.
RESPONSIBILITY
Appointment of Information Officers.
Mandatory breach notification to the Information Regulator.
Implementation of firewalls and secure storage.
RIGHTS
Right to access held information.
Right to correction of inaccurate records.
Right to object to processing.
Right to be forgotten.
APPLIED COMPLIANCE: Protocols implemented for Student Registration DB and Crime Management System.
NotebookLM


LEGAL PROCEDURE: LABOUR LAW & CIVIL LITIGATION
Legislative Knowledge
Domestic Violence Act 116 of 1998: Procedures for Interim and Final Protection Orders.
Labour Relations Act: Unfair Dismissal disputes, CCMA Arbitration.
Procedures: Service by registered mail, filing with the Registrar.
IN THE HIGH COURT OF SOUTH AFRICA
Appeal Case Number: JA 37/19 / JA 2461/15
A Quo Case Number: 4702024FCV001046
Case History & Drafting
Drafting Competencies
• Notice of Motion
• Founding Affidavit
• Heads of Argument
• Referral Forms (7.11 / 7.13)
NotebookLM


STRATEGIC SECURITY OPERATIONS (SAPS & PSIRA)
Detective Services
• Economic Crimes Investigation.
• Docket Management (CAS System).
• Case Administration.
CERTIFICATIONS

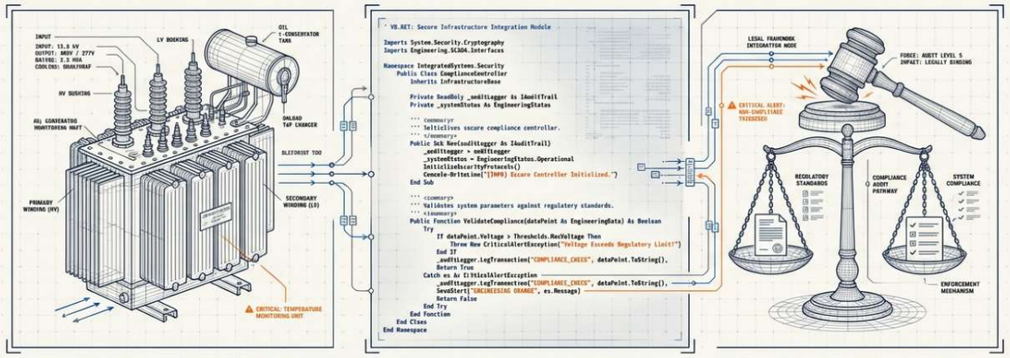
Visible Policing (Hillbrow Station)
• Sector Policing Command.
• Crime Prevention Operations.
• Shift Management.
• Incident Response.
Private Security Regulation (PSIRA)
• Registered Security Officer (Grades).
• Site Management (Retail/Industrial).
• Access Control Protocols.
• Firearm Competency
• Crime Scene Management
• Community Policing
NotebookLM


COMPREHENSIVE TECHNICAL & LEGAL SKILLS MATRIX
ENGINEERING & AUTOMATION
• PLC Programming (Read/Write Logic)
• Circuit Design (CAD/Schematic)
• Motor Management (TeSys)
• Renewable Energy (PV/Grid 138kV)
SOFTWARE & IT
• Visual Basic .NET (VB.NET)
• SQL & MS Access Databases
• Azure DevOps (Boards/Repos)
• MATLAB / Simulink
LEGAL & ADMIN
• POPIA Compliance Framework
• Labour Litigation (CCMA/Labour Court)
• Affidavit Drafting & Motion Procedures
• Office Administration & Record Keeping
SECURITY OPERATIONS
• Crime Prevention & Investigation
• PSIRA Regulatory Standards
• Risk Assessment & Patrol Planning
• SAPS Docket Systems (CAS)
NotebookLM


220"
240"
BREADTH
• Legal Compliance
• Physical Security
• Public Safety Operations
• Risk Management
DEPTH
• High-Voltage Engineering
• PLC Automation
• Software Architecture
• Database Design
220"
230"
BRIDGING THE GAP BETWEEN ENGINEERING PRECISION, DIGITAL SECURITY, AND LEGAL COMPLIANCE.
TSHINGOMBE TSHITADI FISTON
Multidisciplinary Portfolio
NotebookLM

INTEGRATED ENGINEERING & SECURITY ECOSYSTEMS

A Multidisciplinary Portfolio: Electrical Infrastructure, Software Architecture, & Legal Compliance




```
' VB.NET: Secure Infrastructure Integration Module

Imports System.Security.Cryptography
Imports Engineering.SCADA.Interfaces

Namespace IntegratedSystems.Security
    Public Class ComplianceController
        Inherits InfrastructureBase

        Private ReadOnly _auditLogger As IAuditTrail
        Private _systemStatus As EngineeringStatus

        ''' <summary>
        ''' Initializes secure compliance controller.
        ''' </summary>
        Public Sub New(auditLogger As IAuditTrail)
            _auditLogger = auditLogger
            _systemStatus = EngineeringStatus.Operational
            InitializeSecurityProtocols()
            Console.WriteLine("[INFO] Secure Controller Initialized.")
        End Sub

        ''' <summary>
        ''' Validates system parameters against regulatory standards.
        ''' </summary>
        Public Function ValidateCompliance(dataPoint As EngineeringData) As Boolean
            Try
                If dataPoint.Voltage > Thresholds.MaxVoltage Then
                    Throw New CriticalAlertException("Voltage Exceeds Regulatory Limit!")
                End If
                _auditLogger.LogTransaction("COMPLIANCE_CHECK", dataPoint.ToString())
                Return True
            Catch ex As CriticalAlertException
                _auditLogger.LogFramework("COMPLIANCE_CHECK", dataPoint.ToString(),
                    SeverityLevel.CRITICAL, "NON-COMPLIANCE DETECTED", ex.Message)
                Return False
            End Try
        End Function
    End Class
End Namespace
```

Prepared by Tshingombe Tshitadi Fiston
Senior Engineering & Security Analyst

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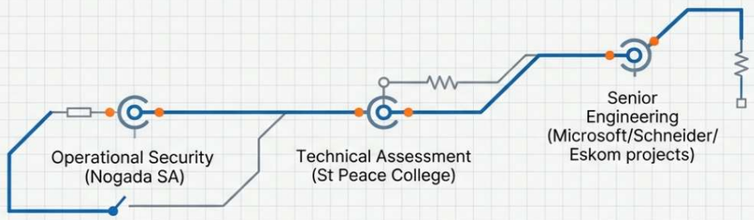
Professional Profile & Core Competencies

Role Definition

Architect of Secure Operational Environments.


Operational Security (Nogada SA)
Technical Assessment (St Peace College)
Senior Engineering (Microsoft/Schneider/ Eskom projects)

Engineering Qualifications

NQF 6 Diploma, Electrical Engineering (St Peace College); Alison Engineering Diploma.

Security & Policing

Detective Inspector Training (Met Police UK online); PSIRA Registered (Grade A); SASSETA Skills Skills Development.

Technical Certifications

Certified Azure Defender; Schneider Electric Assessment Expert; Eaton Security Engineering.

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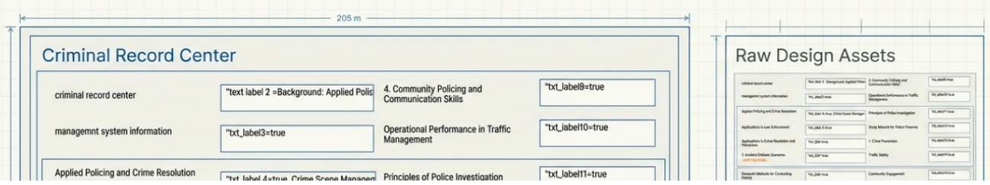
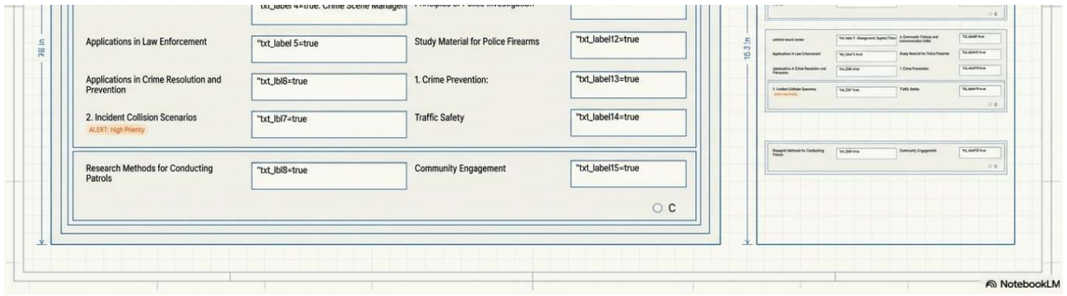
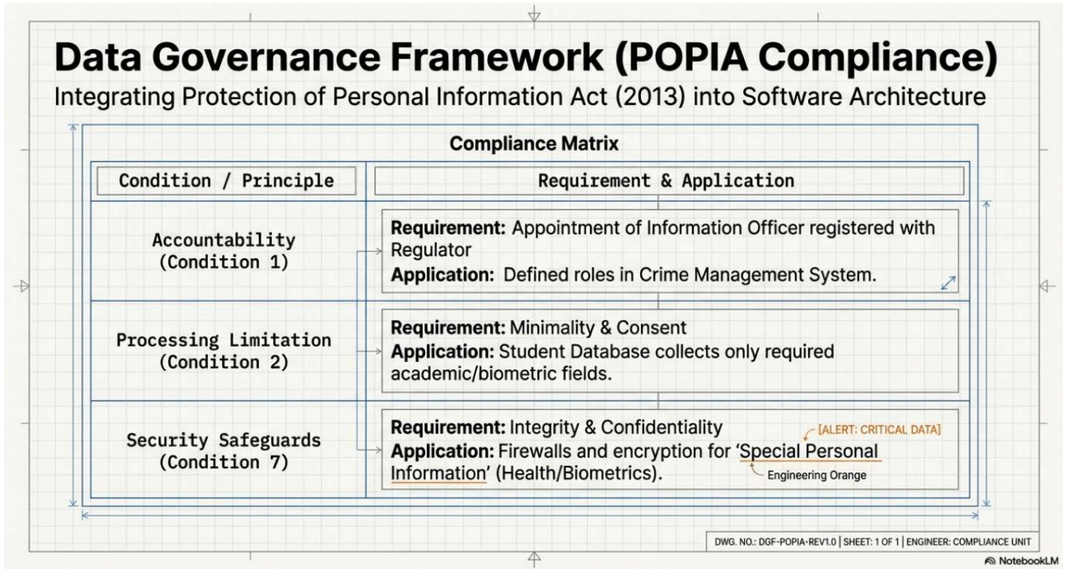
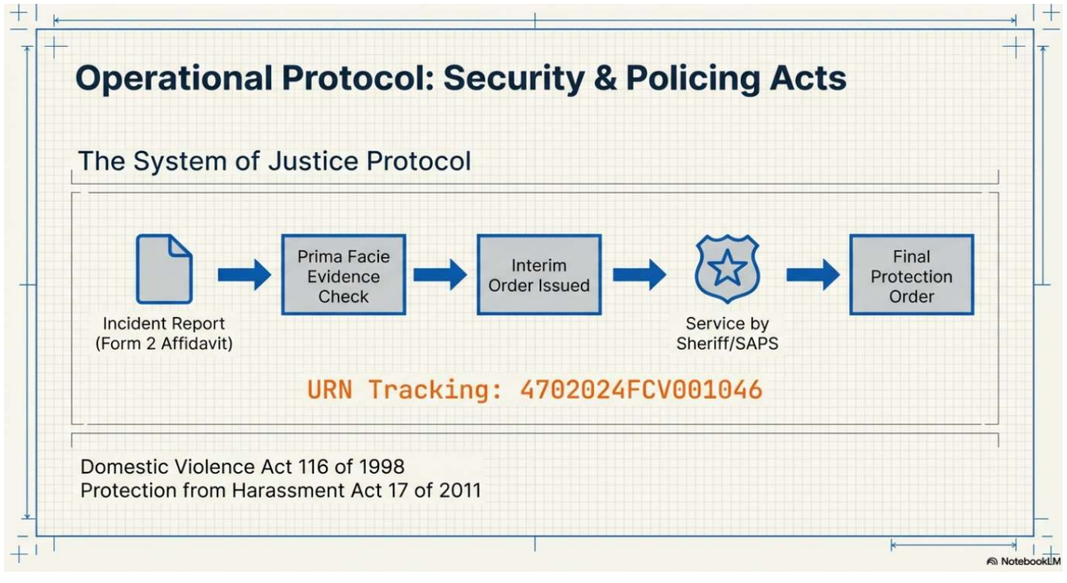
Digital Policing: Web-Based Crime Management System

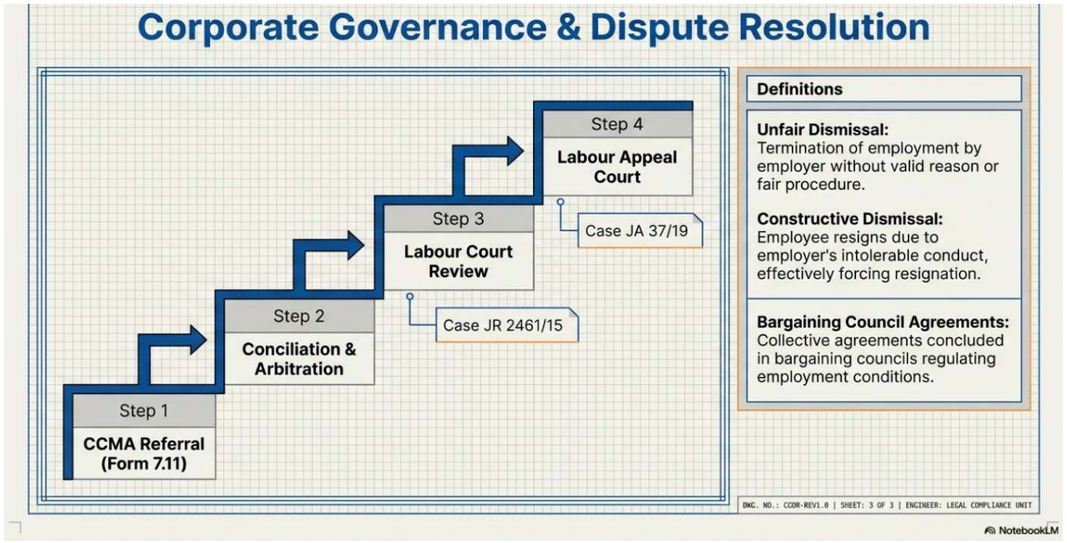
Samara City Main Police Station Database Digitization




Applications in Law Enforcement
"txt_label 5=true
Study Material for Police Firearms
"txt_label12=true
Applications in Crime Resolution and Prevention
"txt_lbl8=true
1. Crime Prevention:
"txt_label13=true
2. Incident Collision Scenarios
ALERT: High Priority
"txt_lbl7=true
Traffic Safety
"txt_label14=true
Research Methods for Conducting Patrols
"txt_lbl9=true
Community Engagement
"txt_label15=true
28 in
16.3 in
NotebookLM


Data Governance Framework (POPIA Compliance)
Integrating Protection of Personal Information Act (2013) into Software Architecture
Compliance Matrix
Condition / Principle
Requirement & Application
Accountability (Condition 1)
Requirement: Appointment of Information Officer registered with Regulator
Application: Defined roles in Crime Management System.
Processing Limitation (Condition 2)
Requirement: Minimality & Consent
Application: Student Database collects only required academic/biometric fields.
Security Safeguards (Condition 7)
Requirement: Integrity & Confidentiality
Application: Firewalls and encryption for 'Special Personal Information' (Health/Biometrics).
[ALERT: CRITICAL DATA]
Engineering Orange
DWG. NO.: DGF-POPIA-REV1.0 | SHEET: 1 OF 1 | ENGINEER: COMPLIANCE UNIT
NotebookLM

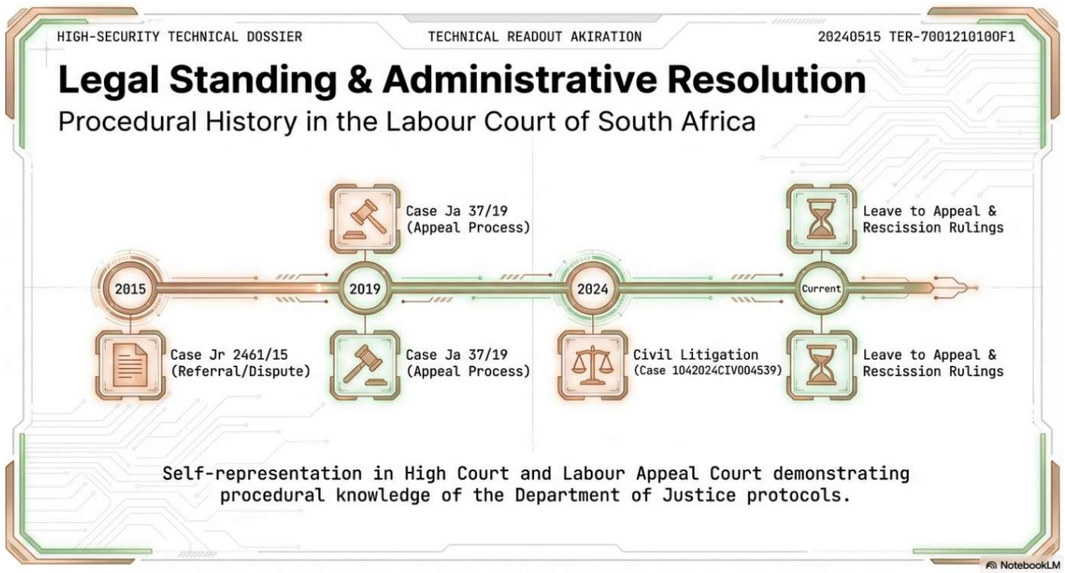

Operational Protocol: Security & Policing Acts
The System of Justice Protocol
Incident Report (Form 2 Affidavit)
Prima Facie Evidence Check
Interim Order Issued
Service by Sheriff/SAPS
Final Protection Order
URN Tracking: 4702024FCV001046
Domestic Violence Act 116 of 1998
Protection from Harassment Act 17 of 2011
NotebookLM

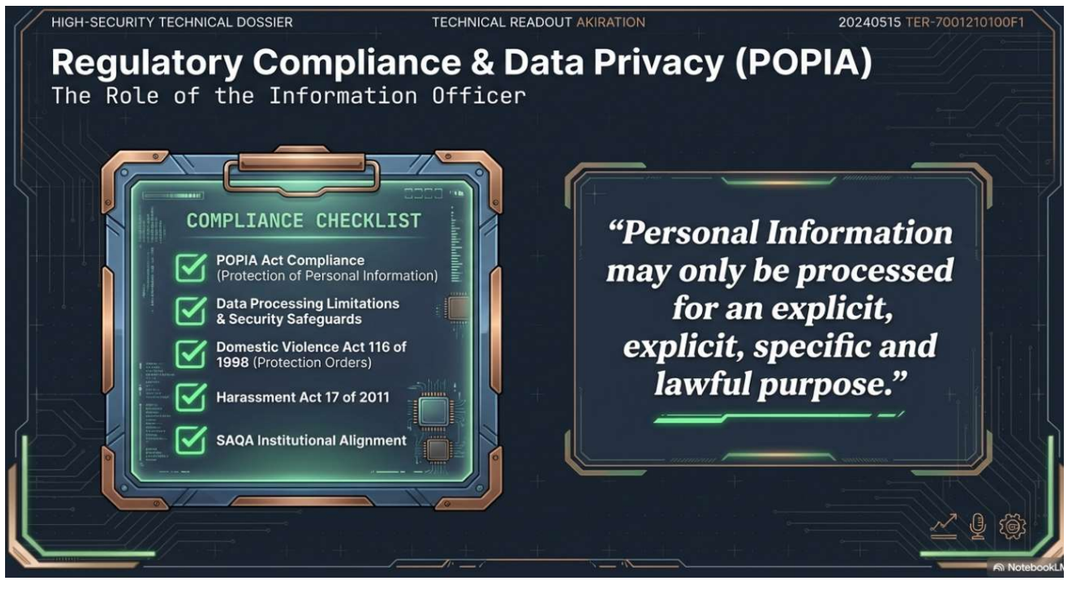

Corporate Governance & Dispute Resolution
Step 1
CCMA Referral (Form 7.11)
Step 2
Conciliation & Arbitration
Step 3
Labour Court Review
Case JR 2461/15
Step 4
Labour Appeal Court
Case JA 37/19
Definitions
Unfair Dismissal:
Termination of employment by employer without valid reason or fair procedure.
Constructive Dismissal:
Employee resigns due to employer's intolerable conduct, effectively forcing resignation.
Bargaining Council Agreements:
Collective agreements concluded in bargaining councils regulating employment conditions.
DWG. NO.: CCOR-REV1.0 | SHEET: 3 OF 3 | ENGINEER: LEGAL COMPLIANCE UNIT
NotebookLM

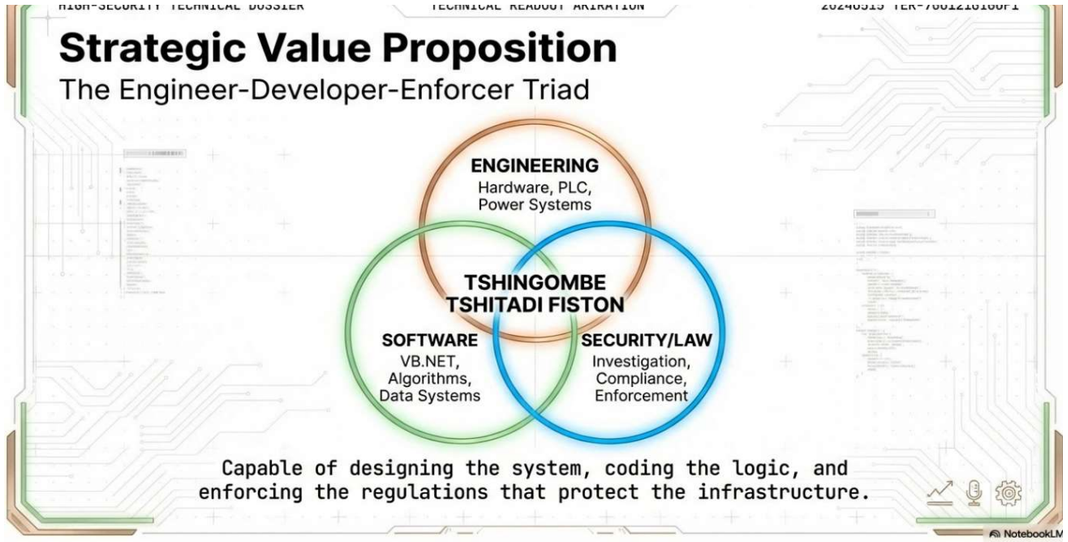
HIGH-SECURITY TECHNICAL DOSSIER
TECHNICAL READOUT AKIRATION
20240515 TER-7001210100F1
Project Gamma: Web-Based Crime Management System (MIS)
Digital Tools for Samara City Police Station
Police Command Dashboard
Criminal Record Center
Management System Information
Applied Policing and Crime Resolution
Principles of Police Investigation
Hotspots
Samara
Strategic Priorities
Crime Prevention
Traffic Safety
Community Engagement
Transition from manual paper files to digital information systems.
NotebookLM

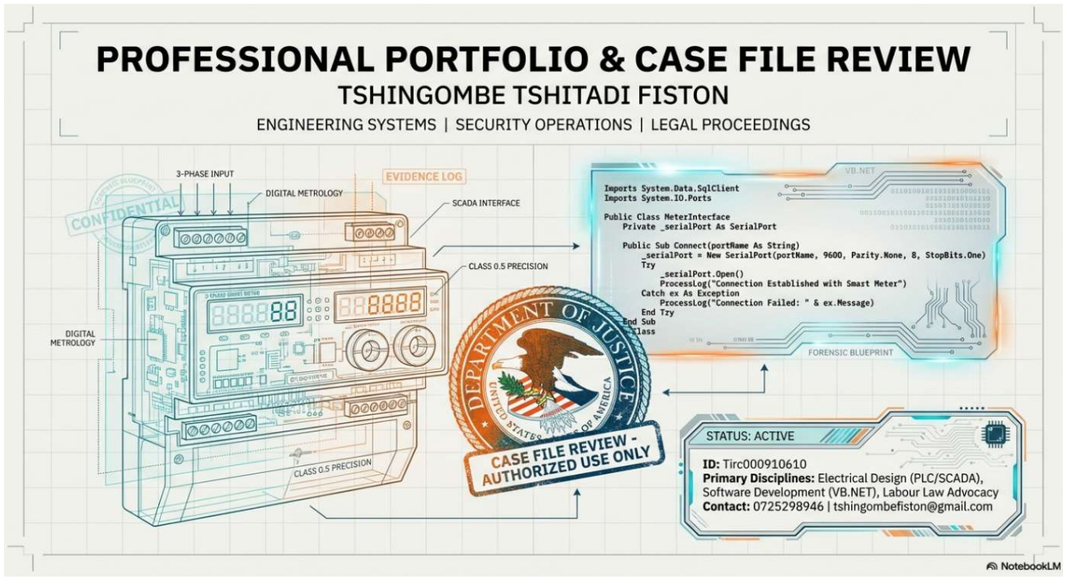
HIGH-SECURITY TECHNICAL DOSSIER
TECHNICAL READOUT AKIRATION
20240515 TER-7001210100F1
Integrated Security Operations Framework
From Private Security (PSIRA) to Detective Inspectorate (SAPS)
Investigation
Detective Service: Economic Crimes (Ref: GP 49/3/17)
Community
Community Policing Forums & Conflict Resolution
Public Safety & Order
Prevention
Sector Policing & Traffic Management

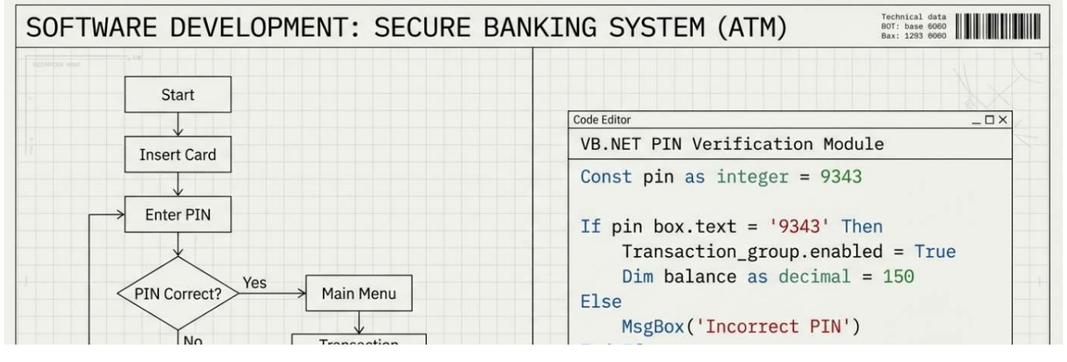
Order
Regulation
PSIRA & Nogada
SA Experience
NotebookLM

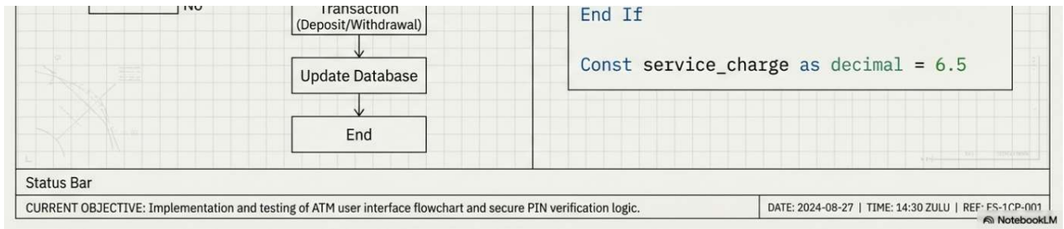

HIGH-SECURITY TECHNICAL DOSSIER
TECHNICAL READOUT AKIRATION
20240515 TER-7001210100F1
Legal Standing & Administrative Resolution
Procedural History in the Labour Court of South Africa
2015
Case Jr 2461/15
(Referral/Dispute)
2019
Case Ja 37/19
(Appeal Process)
Case Ja 37/19
(Appeal Process)
2024
Civil Litigation
(Case 1042024CIV004539)
Current
Leave to Appeal &
Rescission Rulings
Leave to Appeal &
Rescission Rulings
Self-representation in High Court and Labour Appeal Court demonstrating
procedural knowledge of the Department of Justice protocols.
NotebookLM

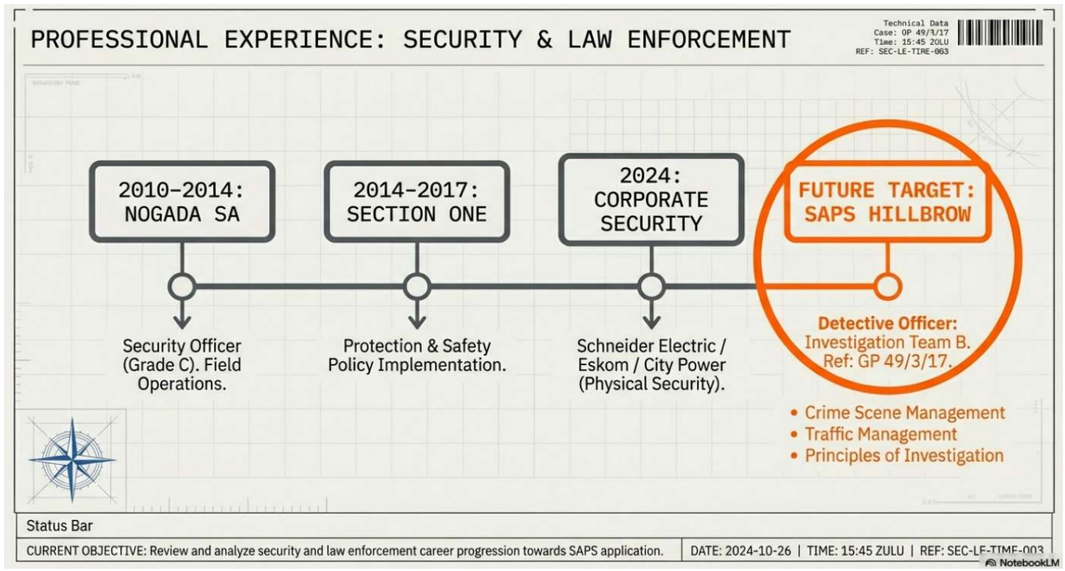

HIGH-SECURITY TECHNICAL DOSSIER
TECHNICAL READOUT AKIRATION
20240515 TER-7001210100F1
Regulatory Compliance & Data Privacy (POPIA)
The Role of the Information Officer
COMPLIANCE CHECKLIST
POPIA Act Compliance
(Protection of Personal Information)
Data Processing Limitations
& Security Safeguards
Domestic Violence Act 116 of
1998 (Protection Orders)
Harassment Act 17 of 2011
SAQA Institutional Alignment
“Personal Information may only be processed for an explicit, explicit, specific and lawful purpose.”
NotebookLM

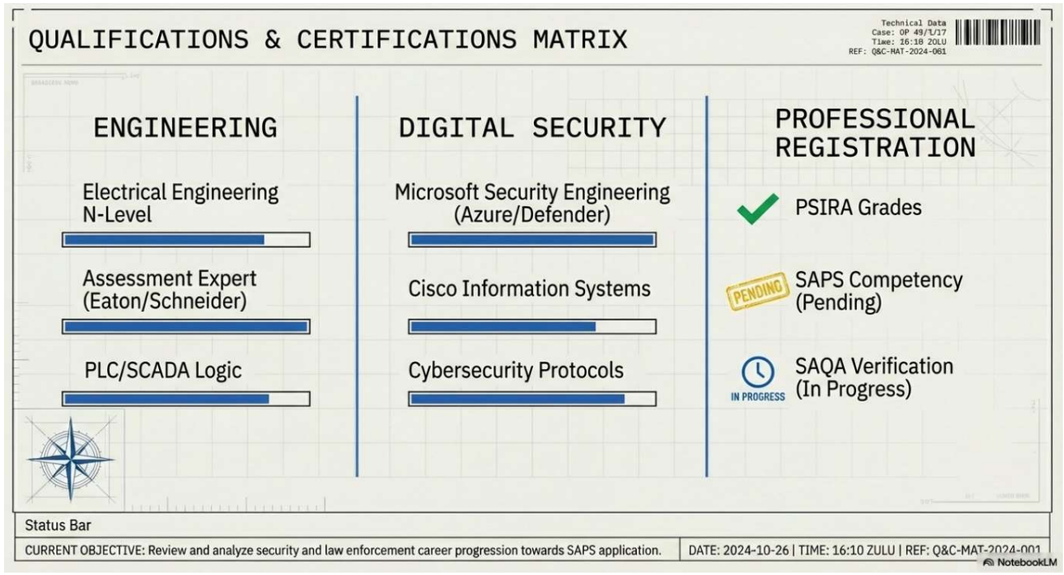

Strategic Value Proposition
The Engineer-Developer-Enforcer Triad
ENGINEERING
Hardware, PLC,
Power Systems
TSHINGOMBE
TSHITADI FISTON
SOFTWARE
VB.NET,
Algorithms,
Data Systems
SECURITY/LAW
Investigation,
Compliance,
Enforcement
Capable of designing the system, coding the logic, and
enforcing the regulations that protect the infrastructure.
NotebookLM


PROFESSIONAL PORTFOLIO & CASE FILE REVIEW
TSHINGOMBE TSHITADI FISTON
ENGINEERING SYSTEMS | SECURITY OPERATIONS | LEGAL PROCEEDINGS
CONFIDENTIAL
3-PHASE INPUT
DIGITAL METROLOGY
EVIDENCE LOG
SCADA INTERFACE
CLASS 0.5 PRECISION
DIGITAL METROLOGY
CLASS 0.5 PRECISION
VB.NET
Imports System.Data.SqlClient
Imports System.IO.Ports
Public Class MeterInterface
Private _serialPort As SerialPort
Public Sub Connect(portName As String)
_serialPort = New SerialPort(portName, 9600, Parity.None, 8, StopBits.One)
Try
_serialPort.Open()
ProcessLog("Connection Established with Smart Meter")
Catch ex As Exception
ProcessLog("Connection Failed: " & ex.Message)
End Try
End Sub
End Class
FORENSIC BLUEPRINT
DEPARTMENT OF JUSTICE
UNITED STATES OF AMERICA
CASE FILE REVIEW -
AUTHORIZED USE ONLY
STATUS: ACTIVE
ID: Tirc000910610
Primary Disciplines: Electrical Design (PLC/SCADA), Software Development (VB.NET), Labour Law Advocacy
Contact: 0725298946 | tshingombefiston@gmail.com
NotebookLM

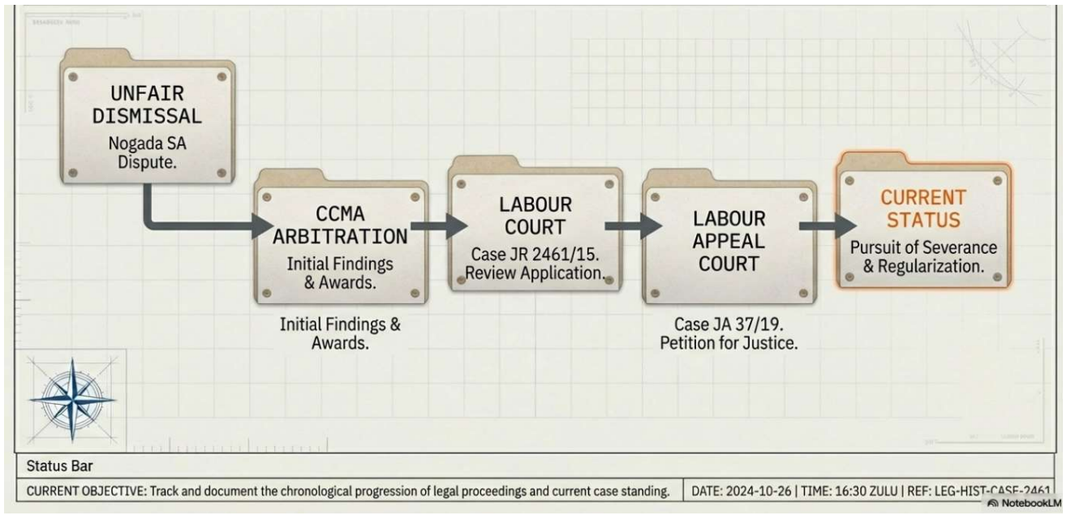

SOFTWARE DEVELOPMENT: SECURE BANKING SYSTEM (ATM)
Technical data
BOT: base 6060
Bax: 1293 6060
Start
Insert Card
Enter PIN
PIN Correct?
Yes
Main Menu
No
Code Editor
VB.NET PIN Verification Module
Const pin as integer = 9343
If pin box.text = '9343' Then
Transaction_group.enabled = True
Dim balance as decimal = 150
Else
MsgBox('Incorrect PIN')

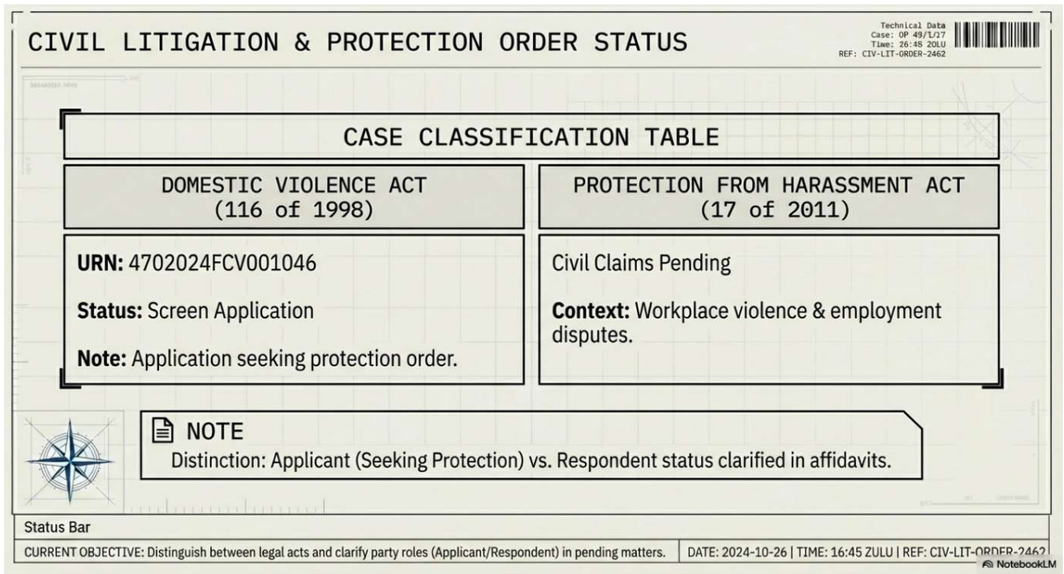

Transaction (Deposit/Withdrawal)
Update Database
End
End If
Const service_charge as decimal = 6.5
Status Bar
CURRENT OBJECTIVE: Implementation and testing of ATM user interface flowchart and secure PIN verification logic.
DATE: 2024-08-27 | TIME: 14:30 ZULU | REF: FS-ICP-001
NotebookLM

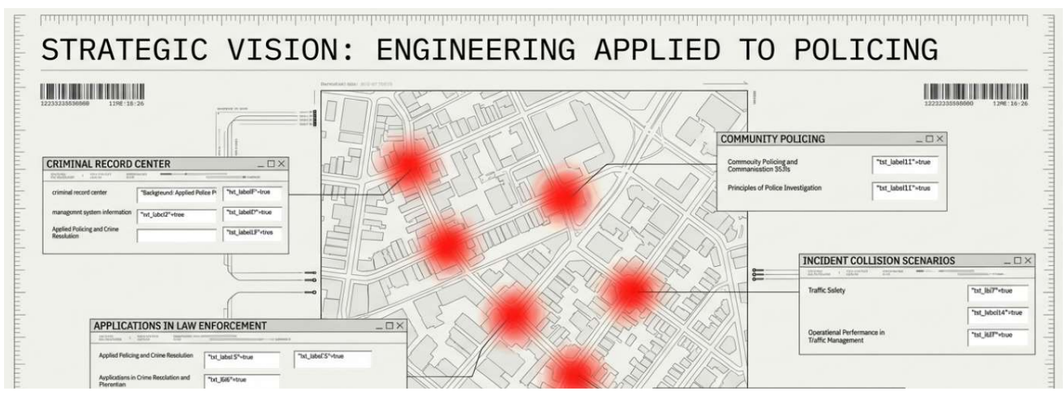

PROFESSIONAL EXPERIENCE: SECURITY & LAW ENFORCEMENT
Technical Data
Case: OP 49/1/17
Time: 15:45 ZULU
REF: SEC-LE-TIME-063
2010–2014: NOGADA SA
2014–2017: SECTION ONE
2024: CORPORATE SECURITY
FUTURE TARGET: SAPS HILLBROW
Security Officer (Grade C). Field Operations.
Protection & Safety Policy Implementation.
Schneider Electric / Eskom / City Power (Physical Security).
Detective Officer: Investigation Team B. Ref: GP 49/3/17.
• Crime Scene Management
• Traffic Management
• Principles of Investigation
Status Bar
CURRENT OBJECTIVE: Review and analyze security and law enforcement career progression towards SAPS application.
DATE: 2024-10-26 | TIME: 15:45 ZULU | REF: SEC-LE-TIME-003
NotebookLM

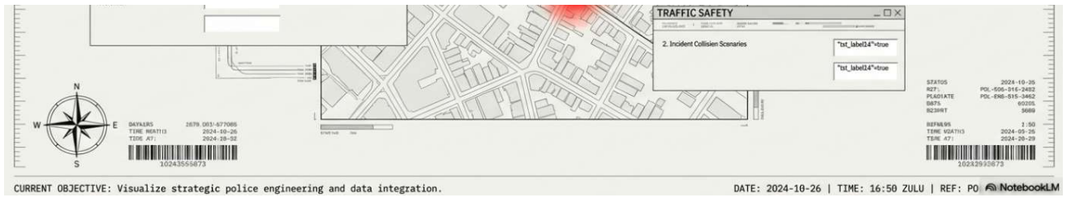

QUALIFICATIONS & CERTIFICATIONS MATRIX
Technical Data
Case: OP 49/1/17
Time: 16:10 ZULU
REF: Q&C-MAT-2024-061
ENGINEERING
Electrical Engineering N-Level
Assessment Expert (Eaton/Schneider)
PLC/SCADA Logic
DIGITAL SECURITY
Microsoft Security Engineering (Azure/Defender)
Cisco Information Systems
Cybersecurity Protocols
PROFESSIONAL REGISTRATION
PSIRA Grades
PENDING
SAPS Competency (Pending)
IN PROGRESS
SAQA Verification (In Progress)
Status Bar
CURRENT OBJECTIVE: Review and analyze security and law enforcement career progression towards SAPS application.
DATE: 2024-10-26 | TIME: 16:10 ZULU | REF: Q&C-MAT-2024-001
NotebookLM

LEGAL HISTORY: LABOUR COURT & CCMA PROCEEDINGS
Technical Data
Case: OP 49/1/17
Time: 16:18 ZULU
REF: LEG-HIST-CASE-261


UNFAIR DISMISSAL
Nogada SA Dispute.
CCMA ARBITRATION
Initial Findings & Awards.
LABOUR COURT
Case JR 2461/15. Review Application.
LABOUR APPEAL COURT
CURRENT STATUS
Pursuit of Severance & Regularization.
Initial Findings & Awards.
Case JA 37/19. Petition for Justice.
Status Bar
CURRENT OBJECTIVE: Track and document the chronological progression of legal proceedings and current case standing.
DATE: 2024-10-26 | TIME: 16:30 ZULU | REF: LEG-HIST-CASE-2461
NotebookLM


CIVIL LITIGATION & PROTECTION ORDER STATUS
Technical Data
Case: DP 49/1/17
Time: 26:48 ZULU
REF: CIV-LIT-ORDER-2462
CASE CLASSIFICATION TABLE
DOMESTIC VIOLENCE ACT (116 of 1998)
PROTECTION FROM HARASSMENT ACT (17 of 2011)
URN: 4702024FCV001046
Status: Screen Application
Note: Application seeking protection order.
Civil Claims Pending
Context: Workplace violence & employment disputes.
NOTE
Distinction: Applicant (Seeking Protection) vs. Respondent status clarified in affidavits.
Status Bar
CURRENT OBJECTIVE: Distinguish between legal acts and clarify party roles (Applicant/Respondent) in pending matters.
DATE: 2024-10-26 | TIME: 16:45 ZULU | REF: CIV-LIT-ORDER-2462
NotebookLM


STRATEGIC VISION: ENGINEERING APPLIED TO POLICING
CRIMINAL RECORD CENTER
COMMUNITY POLICING
INCIDENT COLLISION SCENARIOS
APPLICATIONS IN LAW ENFORCEMENT



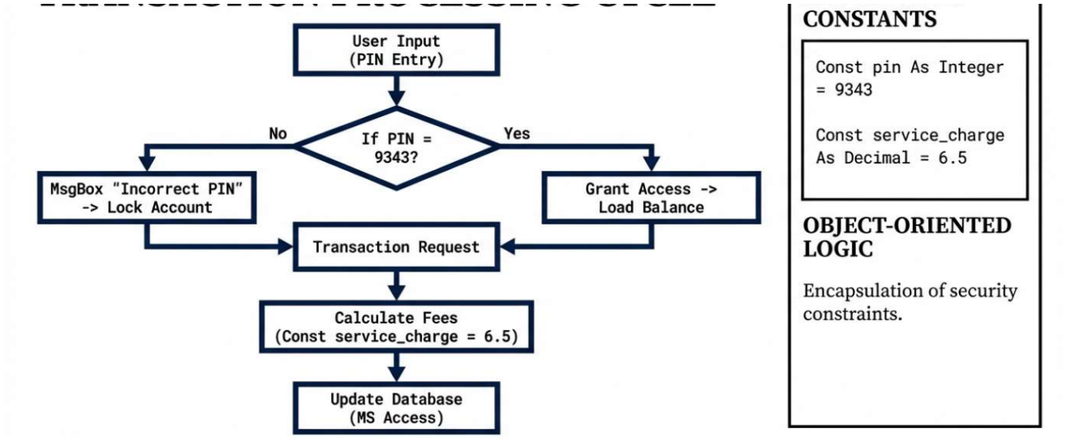
OPERATIONAL STATUS DASHBOARD
Technical Data
Case: OP 43/L/17
Time: 27:18 ZULU
REF: OPS-STATUS-DASH-2462
WORK ITEMS
ID 83: Engineering Nated Research
ID 80: VB.NET Data System
ID 76: Engineering Tshingombe
COMPLETED
Case #119507102: Engineering Career Discovery (Closed)
Case #118084357: Electrical Trade Theory (Closed)
CURRENT OBJECTIVE: Monitor project progress and case resolution.
DATE: 2024-10-26 | TIME: 17:10 ZULU | REF: OP
NotebookLM

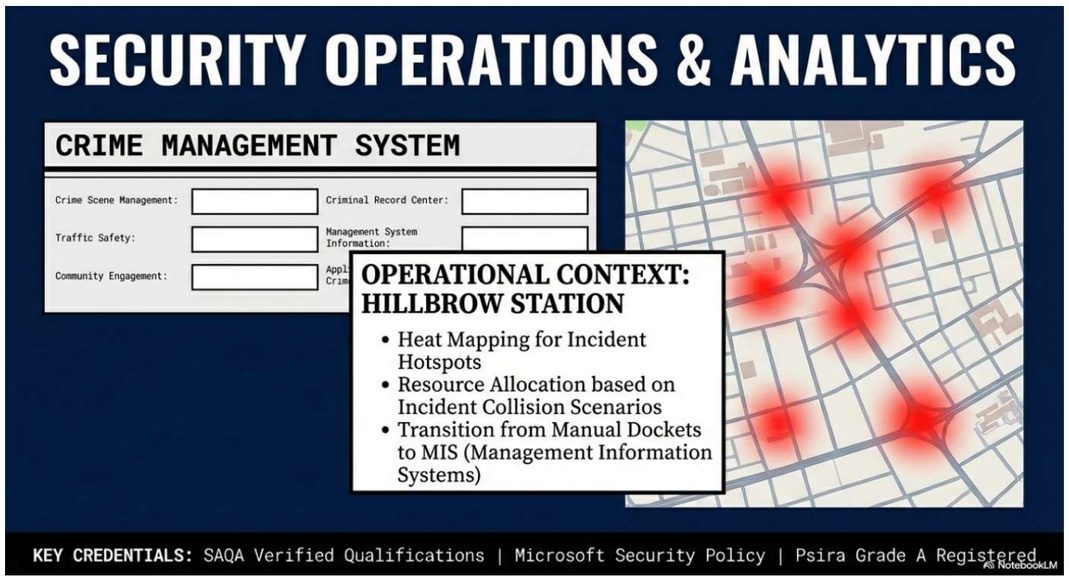
CONCLUSION & REQUEST FOR REGULARIZATION
Technical Data
Case: OP 43/L/17
Time: 27:18 ZULU
REF: OPS-STATUS-DASH-2462
This dossier demonstrates that Tshingombe Tshitadi Fiston is a multi-disciplinary professional capable of contributing to South Africa's engineering and security sectors. The current impasse is administrative, not professional.
ACTION REQUIRED:
1. Finalization of Labour Appeals (JA 37/19).
2. Resolution of 'Deceased Estate' system errors at Home Affairs.
3. Recognition of engineering qualifications for gainful employment.
3. Recognition of engineering qualifications for gainful employment.
APPELLANT: Tshingombe Tshitadi Fiston
REF: 4702024FCV001046
EMAIL: tshingombefiston@gmail.com
CURRENT OBJECTIVE:
DATE: 2024-10-26 | TIME: 17:15 ZULU | REF: PO
NotebookLM

SECURE TRANSACTION LOGIC: ATM SIMULATION

TRANSACTION PROCESSING CYCLE

KEY SECURITY





LEGAL FRAMEWORKS & LITIGATION MANAGEMENT

CASE MANAGEMENT EXPERIENCE

- **Tribunal:** CCMA & Labour Courts
- **Case Ref:** JR 2461/15 (Rescission Ruling)
- **Case Ref:** JA 37/19 (Review Application)

COMPETENCIES

Drafting & Filing
- Notices of Motion

Procedural Law
- Reviews

Regulatory Knowledge
- Labour Relations Act

- Founding Affidavits
- Heads of Argument

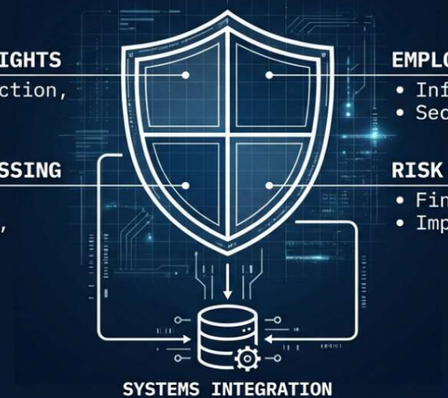
- Rescission rulings
- Filing of Records

(LRA)
- Domestic Violence Act

KEY CREDENTIALS: SAQA Verified Qualifications | Microsoft Security Policy | Psira Grade A Regis

NotebookLM

REGULATORY COMPLIANCE: POPIA & DATA PRIVACY



DATA SUBJECT RIGHTS
- Access, Correction,
- Objection

EMPLOYER OBLIGATIONS
- Info Officers,
- Security Safeguards

LAWFUL PROCESSING
- Consent,
- Justification,
- Purpose

RISK MANAGEMENT
- Fines R1m-R10m,
- Imprisonment

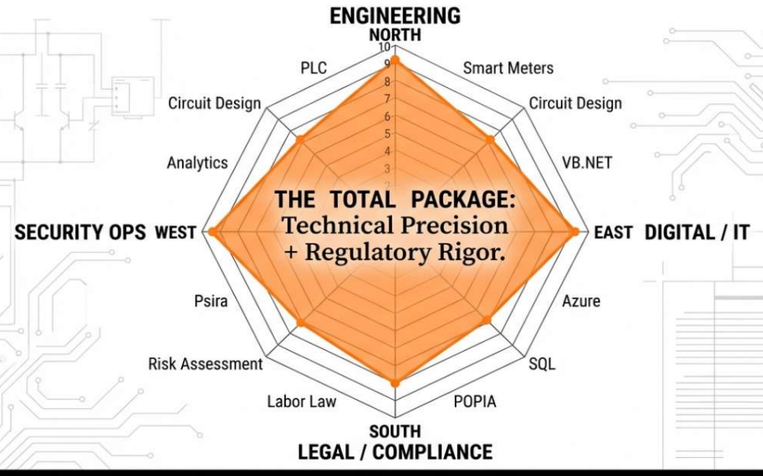
SYSTEMS INTEGRATION

Application of legal privacy constraints to software architecture and employee data management.

KEY CREDENTIALS: SAQA Verified Qualifications | Microsoft Security Policy | Psira Grade A Registere

NotebookLM

INTEGRATED COMPETENCY MATRIX

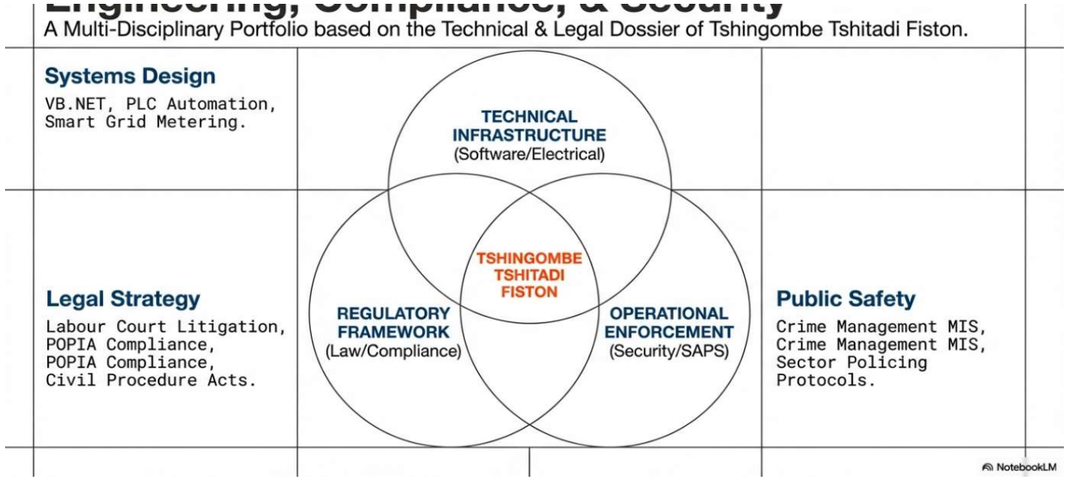


THE TOTAL PACKAGE:
Technical Precision
+ Regulatory Rigor.

KEY CREDENTIALS: SAQA Verified Qualifications | Microsoft Security Policy | Psira Grade A Regis

NotebookLM

Integrated Systems Architecture: Engineering, Compliance, & Security


A Multi-Disciplinary Portfolio based on the Technical & Legal Dossier of Tshingombe Tshitadi Fiston.
Systems Design
VB.NET, PLC Automation, Smart Grid Metering.
TECHNICAL INFRASTRUCTURE (Software/Electrical)
TSHINGOMBE TSHITADI FISTON
REGULATORY FRAMEWORK (Law/Compliance)
OPERATIONAL ENFORCEMENT (Security/SAPS)
Legal Strategy
Labour Court Litigation, POPIA Compliance, POPIA Compliance, Civil Procedure Acts.
Public Safety
Crime Management MIS, Crime Management MIS, Sector Policing Protocols.
NotebookLM

The Convergence of Code, Current, and Compliance

Modern infrastructure requires professionals who can build the system, power the system, and legally defend the system.

This portfolio demonstrates proficiency across the full lifecycle of critical infrastructure protection.

Automation & Logic

From developing Virtual ATM algorithms in Visual Basic to programming Industrial PLCs.

Power Infrastructure

Designing Three-Phase Smart Meters and managing **10.126.224.221** Distribution. **138kV to 4kV**

Legal Rigor

Navigating the Labour Appeal Court and enforcing POPIA data privacy standards. **Case JA 37/19**

Field Operations

Applying technical and legal skills within South African Police Service (SAPS) and PSIRA regulations.

NotebookLM

Regulatory Compliance: Data Privacy (POPIA)

Framework: The Protection of Personal Information Act

Employer Obligations

- Appoint Information Officers.
- Register with the Regulator.
- Ensure Lawful Processing (Consent,

Security Measures

- Mandatory Firewalls & Encryption.
- Prevent Data Breaches.
- Reference: Engineering Security

Impact & Penalties

- Fines: **R1m - R10m**.
- Imprisonment: **1-10 Years.**
- Requires rigorous database validation logic.

Purpose).

Modules (Slides 3-5).

Civil Procedure: Protection Orders & Safety Mechanisms

Legislative Distinction

Domestic Violence Act (116 of 1998)	Protection from Harassment Act (17 of 2011)
Applies to domestic relationships, shared residence.	Applies to non-domestic stalking, digital harassment.

Procedural Workflow

1. **Application** (Form 2 + Affidavit)
2. **Interim Order** (Magistrate Discretion)
3. **Service** (Sheriff/Police Execution)
4. **Final Order** (Permanent Prohibition)

Breach of order = Contempt of Court (Criminal Charge).

Operational Policing: SAPS & Security Protocols

Station Context: Hillbrow Station, Gauteng

Detective Service

- Focus: Economic Crimes (Investigation Team B).
- Duties: Docket management, CAS (Crime Administration System) data integrity.

Sector Policing

- Focus: Crime Prevention & Combatting.
- Duties: Shift coordination, resource allocation, trend analysis.

Recruitment & Vetting Standards

- Criminal Law (Sexual Offences) Amendment Act, 2007.
- High integrity required for access to Crime Management Systems.

Litigation History & Case Management

Litigation History & Case Management

Active Legal Engagement Record

1	**Court: Labour Appeal Court** Case Number: JA 37/19 & JR 2461/15 Parties: Tshingombe vs. Dept of Labour / Elizabeth Lerumu Subject: CCMA reviews, Rescission rulings.
2	**Court: Civil Magistrate** Case Number: 4702024FCV001046 Subject: Civil Procedure / Protection Order Applications.
3	**Demonstrated Skills:** Drafting Notices of Motion, Founding Affidavits, Managing court records via DOJ Online.

CONFIDENTIAL TECHNICAL DOCUMENTATION

DATE: OCTOBER 26, 2024

NotebookLM

TA

Strategic Security Operations & Policing Standards

Alignment with SAPS Hillbrow Station Requirements (Ref: GP 49/3/17)

Investigation & Detection

- Detective Services
- Economic Crime Investigation
- Docket Management

txt_label4=true

Applied Policing and Crime Resolution

Background: Applied Policing and criminal record center management system information.

Crime Prevention

- Sector Policing
- Crime Heatmaps
- Community Engagement

txt_lbl6=true

Incident Collision Scenarios & Prevention

Applications in Crime Resolution and Prevention; Incident Collision Scenarios and Traffic Safety.

Operational Standards

- Traffic Safety Management
- PSIRA Grade A Certification
- Firearms Control

txt_lbl8=true

Research Methods & Standards

Research Methods for Conducting Patrols and Community Engagement; Principles of Police Investigation.

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TA

Applied Legal Frameworks: Industrial Relations & Labour Law

Navigating Civil Procedure and Institutional Compliance

CASE STUDY: Tshingombe Tshitadi Fiston v. Elizabeth Lerumu / CCMA

Procedural History

- Labour Appeal Court: Case JA 37/19 & JR 2461/15

Legal Mechanisms Applied

- Rescission Rulings & Arbitration Awards

& JR 2401/15

- High Court Petition: Case 4702024FCV001046

- Filing of Transcripts & Notices of Motion
- Interactions with Department of Justice (DOJ&CD) & Bargaining Councils

Demonstrated competency in drafting affidavits, managing court indexes, and interpreting 'Award Directive Orders'.

NotebookLM

Technical Editorial | High-Fidelity Engineering Schematics

TA

Social Protection Law: Domestic Violence & Harassment Acts

Legislative Distinction & Procedural Workflow

Domestic Violence Act (116 of 1998)	Protection from Harassment Act (17 of 2011)
• **Scope:** Domestic Relationships (Family, Shared Residence)	• **Scope:** Non-Domestic (Neighbors, Strangers, Stalking)
• **Requirement:** Pattern of repetitive abuse (Physical, Economic, Emotional)	• **Requirement:** No pattern needed; single act is sufficient.

Protection Order Procedure

1. Application (Form 2)
2. Interim Protection Order (Magistrate)
3. Service by Sheriff/SAPS
4. Final Order & Suspended Warrant

Procedural flow is critical for effective legal remedy enforcement.

NotebookLM

TA

Data Privacy & Regulatory Compliance (POPIA)

The Intersection of HR Management and Information Systems

The Responsible Party

- Appointment of Information Officer
- Registration with Regulator

Processing Conditions

- Lawful Purpose
- Minimality (Data limitation)
- Data Subject Consent

Security Safeguards

- Breach Notification Procedures
- Protection of Biometric & ID Data

Strategic Application → Ensures legal compliance for Student Database and Crime Management Systems.

NotebookLM

Technical Editorial | High-Fidelity Engineering Schematics

TA

Strategic Synthesis: Web-Based Crime Management System

Proposed Solution for Samara City Main Police Station

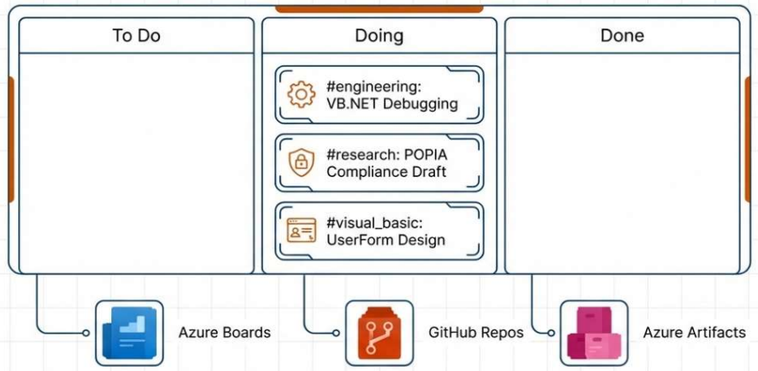
- **The Problem:** Manual, paper-based record keeping causing inefficiency.
- **The Solution:** Digital transition for reporting crimes and complaint filing.
- **Users:** Commanders, Inspectors, Constables, and Citizens.
- **Reference:** Research by Demelash Lemmi Ettisa & Minota Milkias.

NotebookLM

TA

Project Management & Agile Methodologies

Workflow Tracking via Azure DevOps



Current Status: Thesis Master Atlantic - Active Development.

NotebookLM

TA

Tshingombe Tshitadi Fiston

Multidisciplinary Professional Portfolio

Engineering | Security | Legal

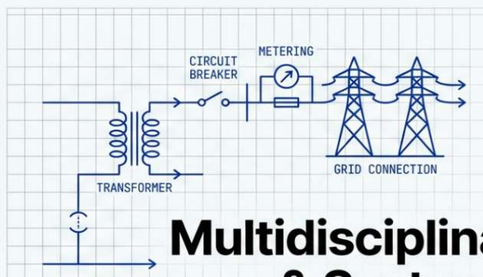
- Schneider Electric Assessment
- Alison Engineering Diplomas
- St Peace College

- PSIRA Grade A Registered
- SAPS Recruitment Standards

- Department of Justice (DOJ&CD) System User
- CCMA & Labour Court Procedure

Digital Footprint: GitHub | Azure DevOps ('thesis master') | tshingombe.com

NotebookLM



Multidisciplinary Engineering & Systems Portfolio

Bridging Electrical Infrastructure, Software Architecture, and Regulatory Compliance.

```
Public Class PowerSystemManager
    Private powerGrid As New ElectricalGrid()
    Private transformer As New TransformerUnit()
    ' Initialize System Components
    Public Sub Initialize()
        Try
            powerGrid.Connect()
            transformer.ConfigureSettings()
        Catch ex As Exception
            LogError(ex.Message)
        End Try
    End Sub

    ' Monitor Grid Status
                                    As Boolean
                                tVoltage()
    If                      Then
        Return True
    End If
    ' Automatic Load Balancing
    Public Sub OptimizeFlow()
        If CheckGridStability() Then
            transformer.AdjustTap(1)
        Else
            powerGrid.IsolateFault()
        End If
    End Sub
End Class
```

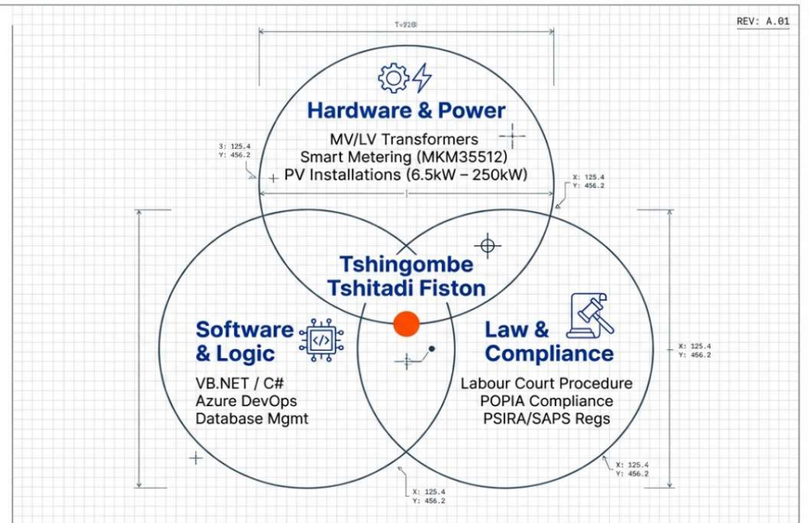
Tshingombe Tshitadi Fiston

Electrical Engineering (Nated/TVET) | Systems Development (VB.NET/Azure) | Legal Procedural Expertise

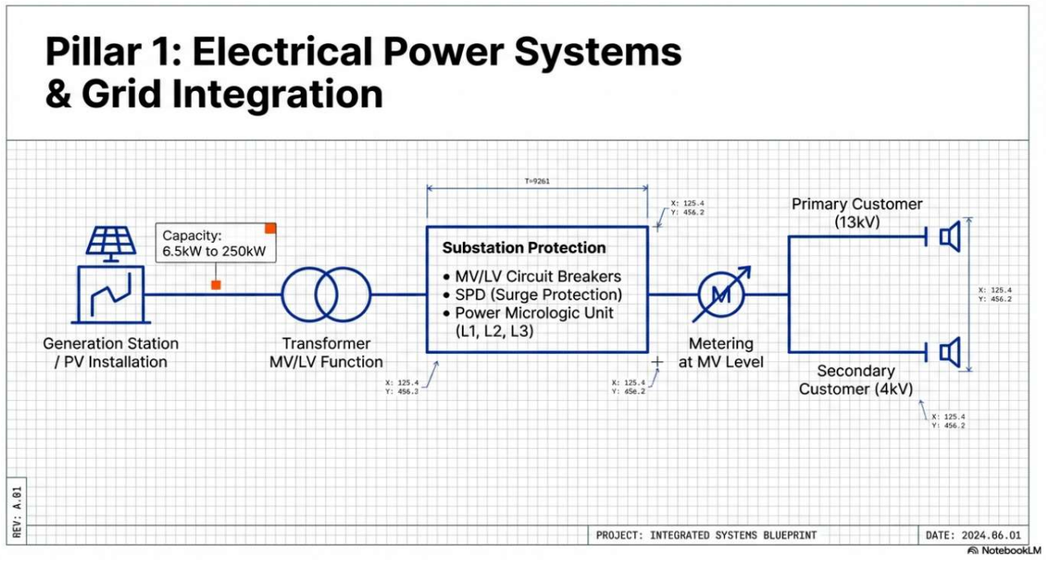
NotebookLM

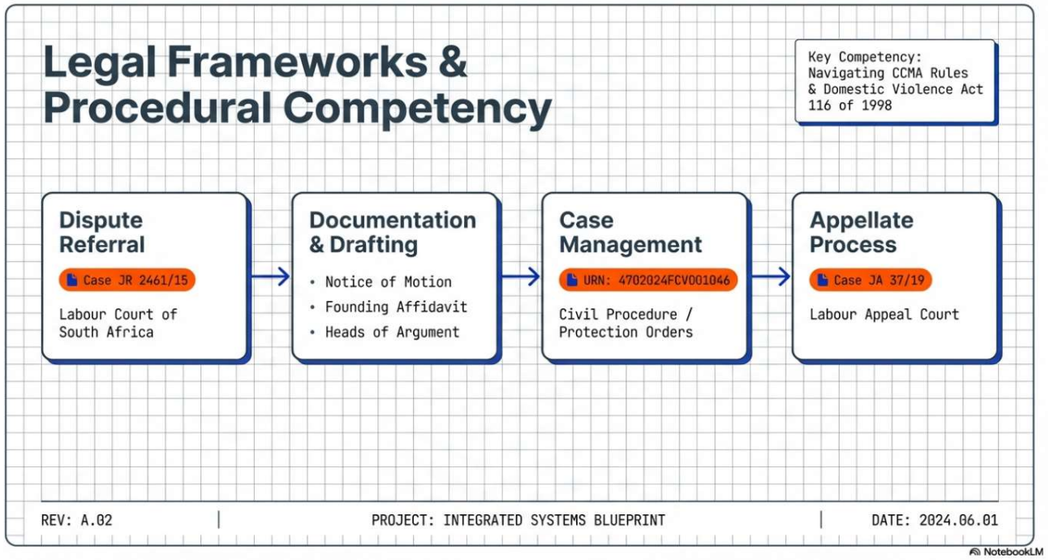
Executive Summary

A versatile Solution Architect capable of designing physical electrical systems, programming the software that controls them, and navigating the complex legal frameworks that govern their operation. Experience ranges from grid integration to web-based crime management systems.

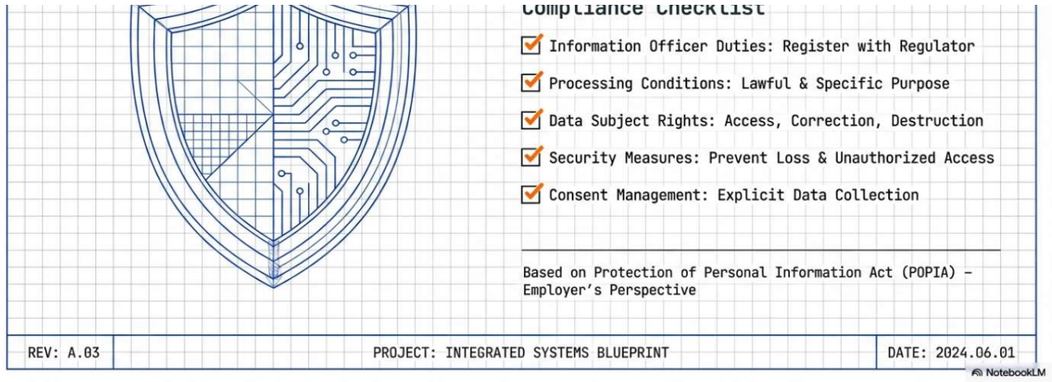


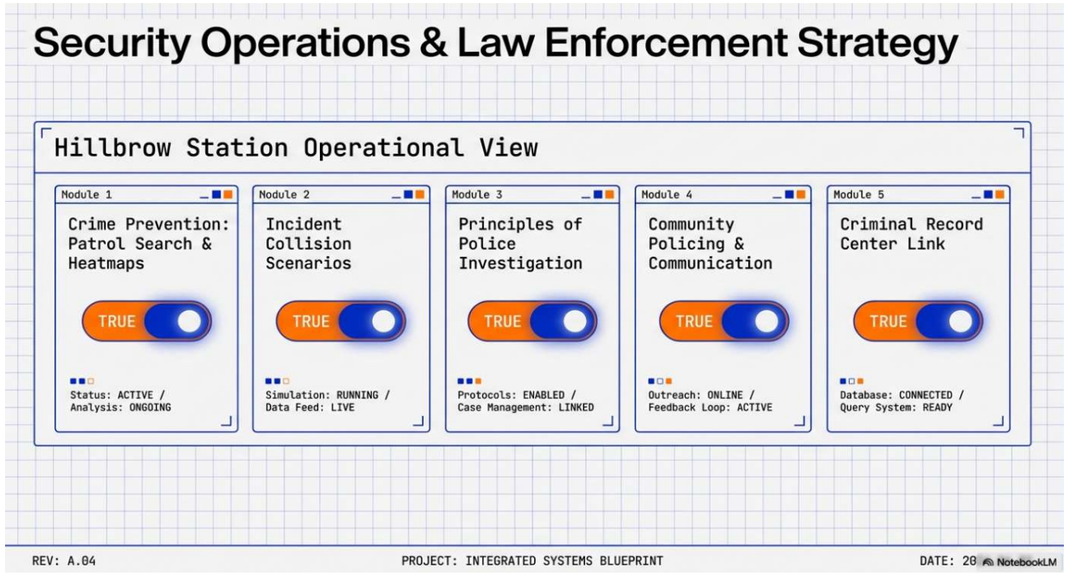
NotebookLM

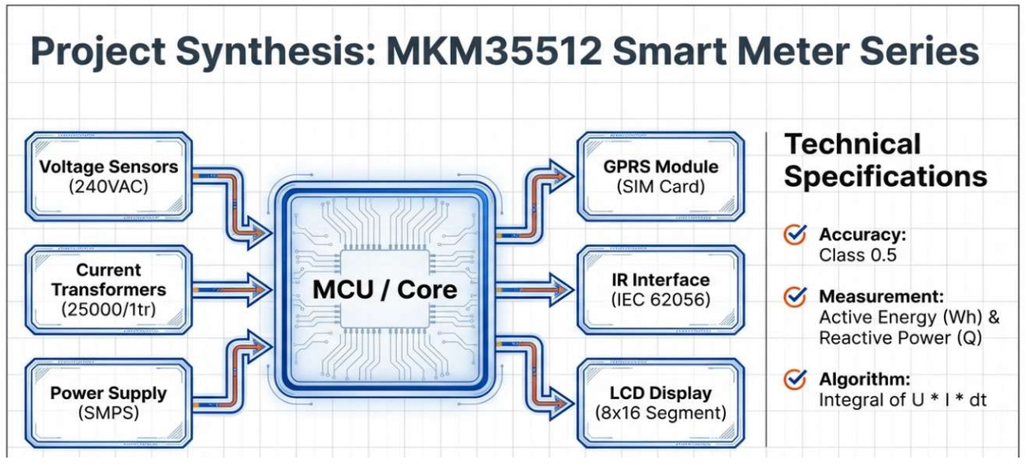

Pillar 1: Electrical Power Systems & Grid Integration
T=9261
Capacity:
6.5kW to 250kW
Substation Protection
• MV/LV Circuit Breakers
• SPD (Surge Protection)
• Power Micrologic Unit (L1, L2, L3)
Primary Customer (13kV)
Generation Station / PV Installation
Transformer MV/LV Function
Metering at MV Level
Secondary Customer (4kV)
REV: A.01
PROJECT: INTEGRATED SYSTEMS BLUEPRINT
DATE: 2024.06.01
NotebookLM


Legal Frameworks & Procedural Competency
Key Competency:
Navigating CCMA Rules & Domestic Violence Act 116 of 1998
Dispute Referral
Case JR 2461/15
Labour Court of South Africa
Documentation & Drafting
• Notice of Motion
• Founding Affidavit
• Heads of Argument
Case Management
URN: 4702024FCV001046
Civil Procedure / Protection Orders
Appellate Process
Case JA 37/19
Labour Appeal Court
REV: A.02
PROJECT: INTEGRATED SYSTEMS BLUEPRINT
DATE: 2024.06.01
NotebookLM

Regulatory Compliance: POPIA & Data Privacy

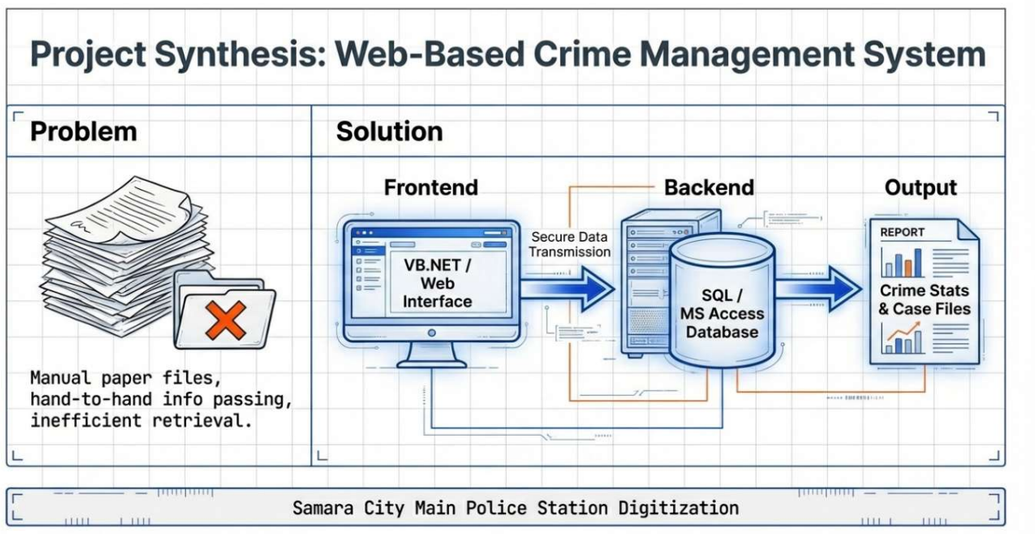

Compliance Checklist
Information Officer Duties: Register with Regulator
Processing Conditions: Lawful & Specific Purpose
Data Subject Rights: Access, Correction, Destruction
Security Measures: Prevent Loss & Unauthorized Access
Consent Management: Explicit Data Collection
Based on Protection of Personal Information Act (POPIA) – Employer's Perspective
REV: A.03
PROJECT: INTEGRATED SYSTEMS BLUEPRINT
DATE: 2024.06.01
NotebookLM


Security Operations & Law Enforcement Strategy
Hillbrow Station Operational View
Module 1
Crime Prevention: Patrol Search & Heatmaps
TRUE
Status: ACTIVE / Analysis: ONGOING
Module 2
Incident Collision Scenarios
TRUE
Simulation: RUNNING / Data Feed: LIVE
Module 3
Principles of Police Investigation
TRUE
Protocols: ENABLED / Case Management: LINKED
Module 4
Community Policing & Communication
TRUE
Outreach: ONLINE / Feedback Loop: ACTIVE
Module 5
Criminal Record Center Link
TRUE
Database: CONNECTED / Query System: READY
REV: A.04
PROJECT: INTEGRATED SYSTEMS BLUEPRINT
DATE: 20
NotebookLM

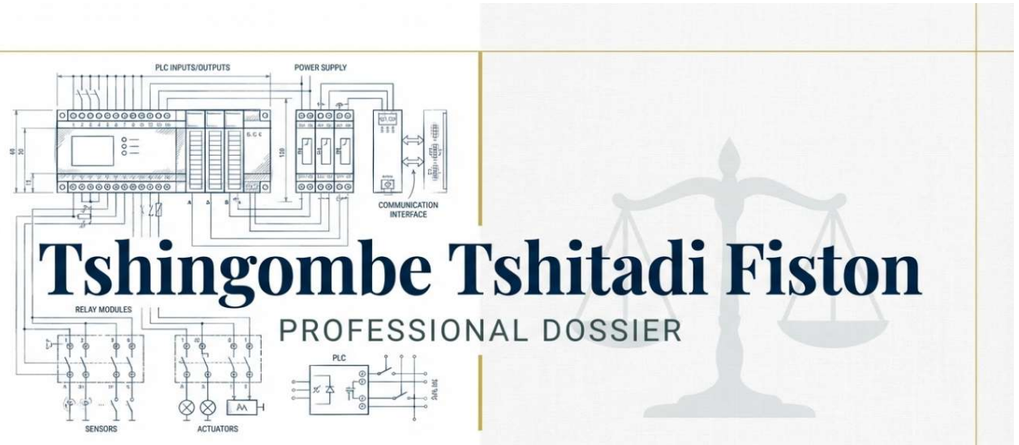

Project Synthesis: MKM35512 Smart Meter Series
Voltage Sensors (240VAC)
Current Transformers (25000/1tr)
Power Supply (SMPS)
MCU / Core
GPRS Module (SIM Card)
IR Interface (IEC 62056)
LCD Display (8x16 Segment)
Technical Specifications
Accuracy: Class 0.5
Measurement: Active Energy (Wh) & Reactive Power (Q)
Algorithm: Integral of U * I * dt

REV: A.05 PROJECT: INTEGRATED SYSTEMS BLUEPRINT DATE: 202

Notebookl



NotebookLM



Tshingombe Tshitadi Fiston

PROFESSIONAL DOSSIER

Engineering Systems, Software Development, and Labour Rights Advocacy.

Senior Engineering & Assessment Officer

Confidential Review: Qualifications, Project Portfolio & Legal Compliance

NotebookLM

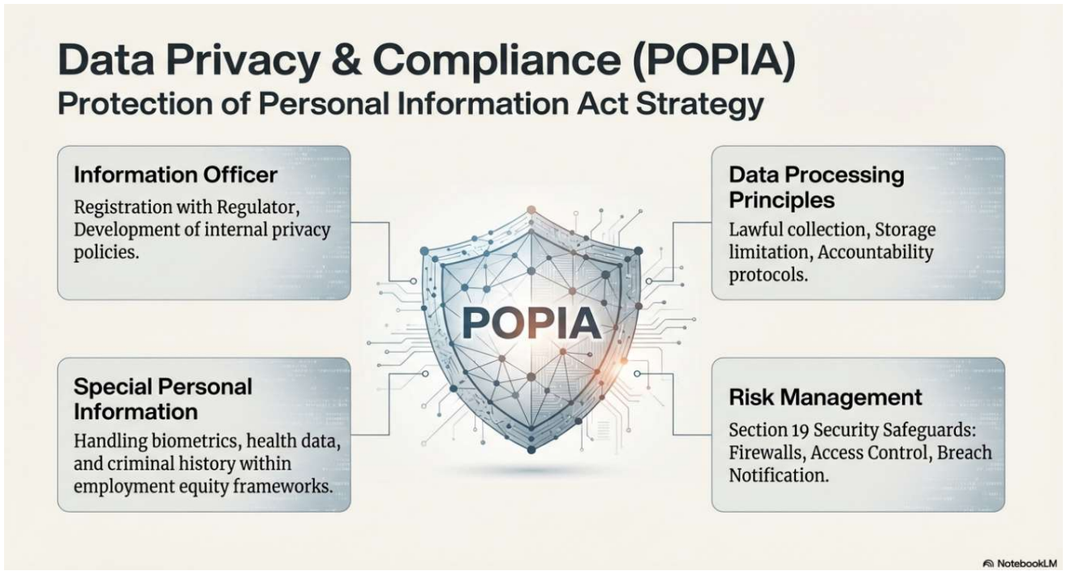
Executive Profile

ID
Born: 1982 | Role: Senior Engineering Officer

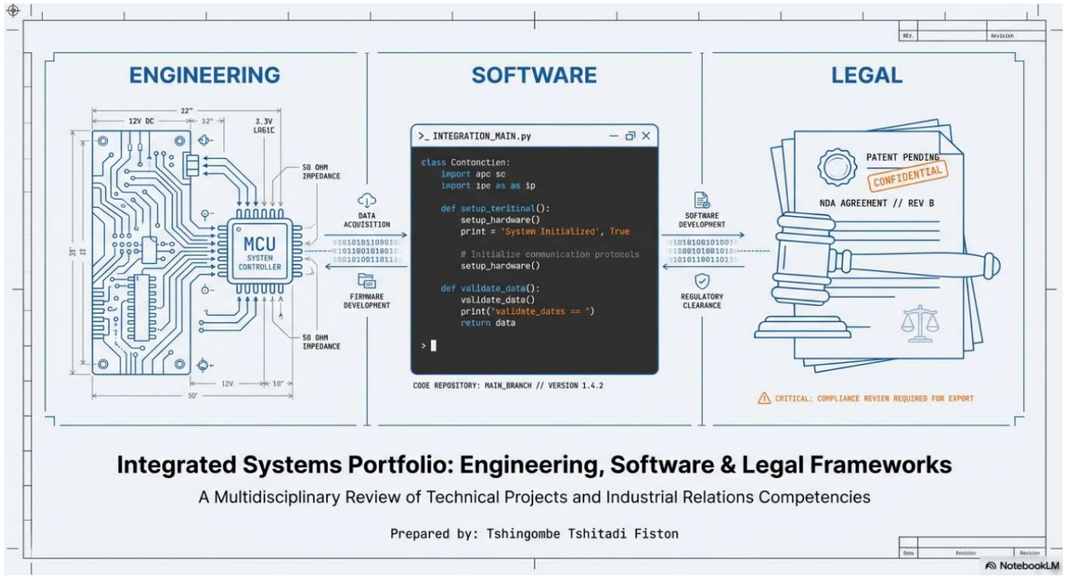
Technical Competence

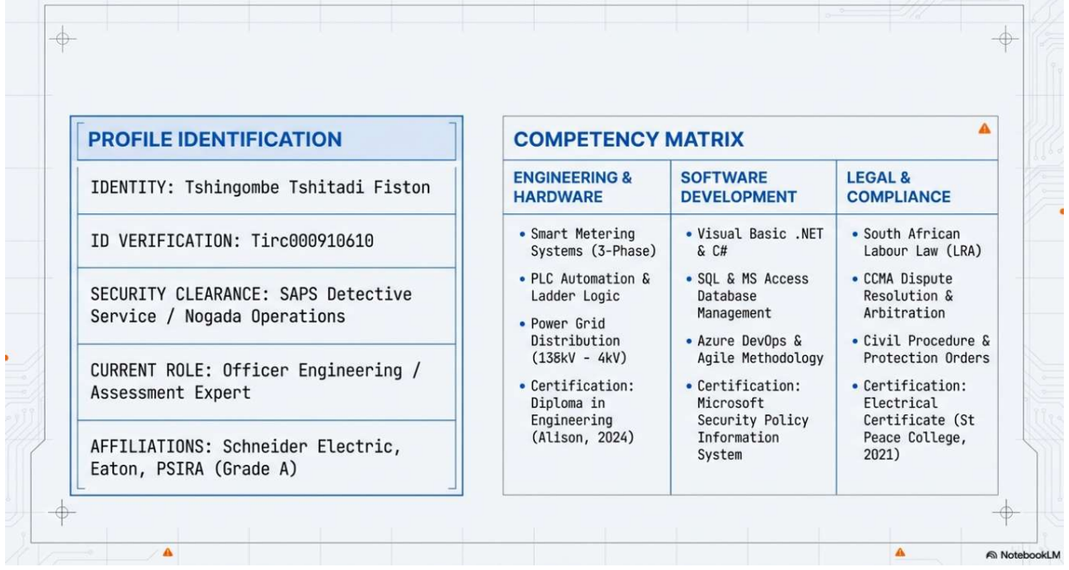
Legal & Compliance

Technical Competence
Electrical Engineering: Smart Meters, PLC, Motor Management
Software Development: VB.NET, SQL, C#, Azure DevOps
Physical Security & Surveillance Systems
Legal & Compliance
§ Labour Law Litigation (CCMA & Labour Court)
§ Forensic Investigation & Evidence Management
§ POPIA & Data Privacy Compliance
Mission Statement: To enforce technical standards in engineering while advocating for systemic justice within the labour and security sectors.
NotebookLM

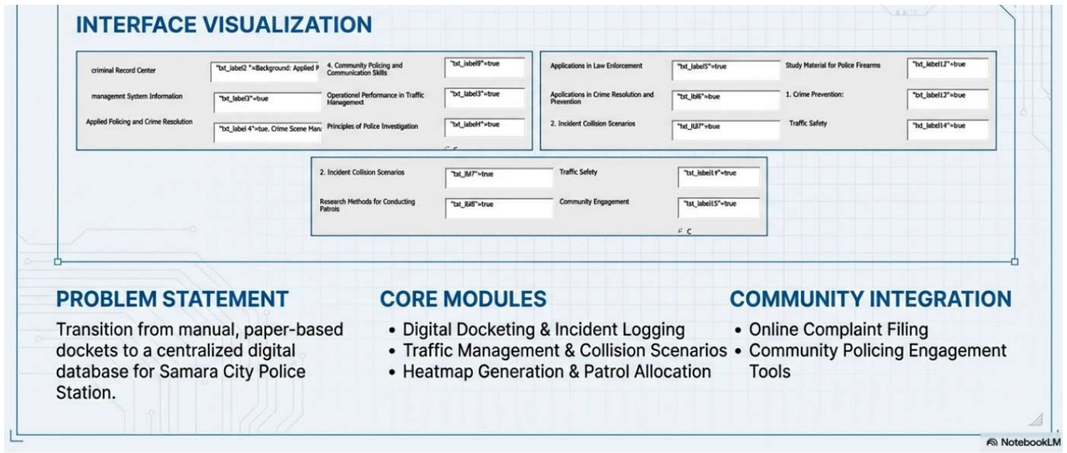

Data Privacy & Compliance (POPIA)
Protection of Personal Information Act Strategy
Information Officer
Registration with Regulator, Development of internal privacy policies.
Data Processing Principles
Lawful collection, Storage limitation, Accountability protocols.
POPIA
Special Personal Information
Handling biometrics, health data, and criminal history within employment equity frameworks.
Risk Management
Section 19 Security Safeguards: Firewalls, Access Control, Breach Notification.
NotebookLM

Applied Policing & Public Safety Strategy
Crime Analysis & Prevention
Simulating crime data entry (MIS tools) and developing heatmaps for patrol allocation.
• Background: Applied Policing and Crime Resolution
Operational Tactics
Sector Policing management, Incident Collision Scenarios, and Traffic Safety.
• Applications in Law Enforcement / Crime Prevention
Investigation & Engagement
Principles of Police Investigation, Research Methods for Patrols, and Community Engagement.
• Research Methods for Conducting Patrols

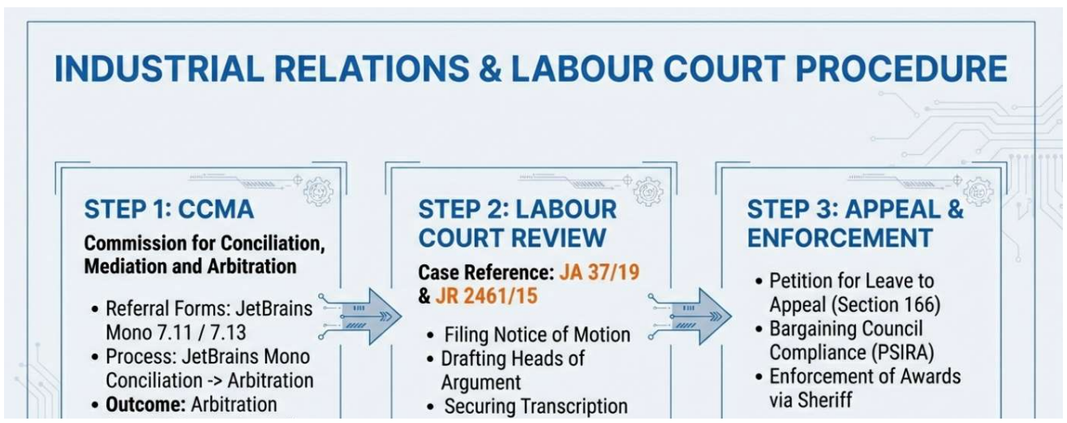

ENGINEERING
SOFTWARE
LEGAL
12V DC
3.3V LR61C
50 OHM IMPEDANCE
MCU
SYSTEN CONTROLLER
50 OHM IMPEDANCE
DATA ACQUISITION
FIRMWARE DEVELOPMENT
>_ INTEGRATION_MAIN.py
class Contonctien:
import apc sc
import ipe as ip
def setup_teritinal():
setup_hardware()
print = 'System Initialized', True
# Initialize communication protocols
setup_hardware()
def validate_data():
validate_data()
print('vatidate_dates == ")
return data
CODE REPOSITORY: MAIN_BRANCH // VERSION 1.4.2
SOFTWARE DEVELOPMENT
REGULATORY CLEARANCE
PATENT PENDING
CONFIDENTIAL
NDA AGREEMENT // REV B
CRITICAL: COMPLIANCE REVIEW REQUIRED FOR EXPORT
Integrated Systems Portfolio: Engineering, Software & Legal Frameworks
A Multidisciplinary Review of Technical Projects and Industrial Relations Competencies
Prepared by: Tshingombe Tshitadi Fiston


PROFILE IDENTIFICATION
IDENTITY: Tshingombe Tshitadi Fiston
ID VERIFICATION: Tirc000910610
SECURITY CLEARANCE: SAPS Detective Service / Nogada Operations
CURRENT ROLE: Officer Engineering / Assessment Expert
AFFILIATIONS: Schneider Electric, Eaton, PSIRA (Grade A)
COMPETENCY MATRIX
ENGINEERING & HARDWARE
Smart Metering Systems (3-Phase)
PLC Automation & Ladder Logic
Power Grid Distribution (138kV - 4kV)
Certification: Diploma in Engineering (Alison, 2024)
SOFTWARE DEVELOPMENT
Visual Basic .NET & C#
SQL & MS Access Database Management
Azure DevOps & Agile Methodology
Certification: Microsoft Security Policy Information System
LEGAL & COMPLIANCE
South African Labour Law (LRA)
CCMA Dispute Resolution & Arbitration
Civil Procedure & Protection Orders
Certification: Electrical Certificate (St Peace College, 2021)

SOFTWARE SYSTEMS: WEB-BASED CRIME MANAGEMENT MIS


INTERFACE VISUALIZATION
criminal Record Center
management System Information
Applied Policing and Crime Resolution
4. Community Policing and Communication Skills
Operational Performance in Traffic Management
Principles of Police Investigation
Applications in Law Enforcement
Applications in Crime Resolution and Prevention
2. Incident Collision Scenarios
Study Material for Police Firearms
1. Crime Prevention:
Traffic Safety
2. Incident Collision Scenarios
Traffic Safety
Research Methods for Conducting Patrols
Community Engagement
PROBLEM STATEMENT
Transition from manual, paper-based dockets to a centralized digital database for Samara City Police Station.
CORE MODULES
• Digital Docketing & Incident Logging
• Traffic Management & Collision Scenarios
• Heatmap Generation & Patrol Allocation
COMMUNITY INTEGRATION
• Online Complaint Filing
• Community Policing Engagement Tools
NotebookLM

REGULATORY COMPLIANCE FRAMEWORK: POPIA
DATA PROCESSING MANDATES
• Purpose Specification: Data collected for specific, lawful purpose.
• Limitation: Process only what is necessary.
• Consent: Must be obtained directly from the Data Subject.
COMPLIANCE CHECKLIST: COMPLETE
EMPLOYER RESPONSIBILITIES
• Appointment of Information Officer.
• Implementation of Security Safeguards (Firewalls, Access Control).
• Mandatory Breach Notification to Regulator.
RISK & LIABILITY
• Fines: R1 Million to R10 Million.
• Criminal Liability: Imprisonment up to 10 years.
• Employee Rights: Access, Correction, and Objection.
NotebookLM


INDUSTRIAL RELATIONS & LABOUR COURT PROCEDURE
STEP 1: CCMA
Commission for Conciliation, Mediation and Arbitration
• Referral Forms: JetBrains Mono 7.11 / 7.13
• Process: JetBrains Mono Conciliation -> Arbitration
• Outcome: Arbitration
STEP 2: LABOUR COURT REVIEW
Case Reference: JA 37/19 & JR 2461/15
• Filing Notice of Motion
• Drafting Heads of Argument
• Securing Transcription
STEP 3: APPEAL & ENFORCEMENT
• Petition for Leave to Appeal (Section 166)
• Bargaining Council Compliance (PSIRA)
• Enforcement of Awards via Sheriff

Award / Rescission Ruling

Records

NotebookLM

CIVIL PROCEDURE: PROTECTION ORDERS & SAFETY

DOMESTIC VIOLENCE ACT (116 OF 1998)

- **SCOPE:** Applies to persons in a domestic relationship.
- **COVERAGE:** Physical, sexual, emotional, economic abuse.
- **PROCESS:** Application (Form 2) -> Interim Order -> Final Order.

PROTECTION FROM HARASSMENT ACT (17 OF 2011)

- **SCOPE:** Applies to non-domestic relationships (stalking, neighbors).
- **COVERAGE:** Harassment, unwanted communication, psychological harm.
- **KEY FEATURE:** No pattern required (single act sufficient).

DIGITAL LEGAL SYSTEMS

- DOJ Online System Proficiency
- URN Tracking: 4702024FCV001046
- Enforcement: Warrants of Arrest for Breach of Conditions

NotebookLM

INTEGRATED SECURITY OPERATIONS & GOVERNANCE

BAND 1. INDUSTRY GOVERNANCE

PSIRA
Private Security Industry Regulatory Authority

SASSETA

Compliance with Grade A Security Standards and Skills Development Acts.

BAND 2. OPERATIONAL EXPERIENCE

- Physical Security Operations at National Key Points (Eskom / Schneider).
- Detective Service Applications & Crime Prevention Strategies.
- Docket Management & Patrol Allocation.

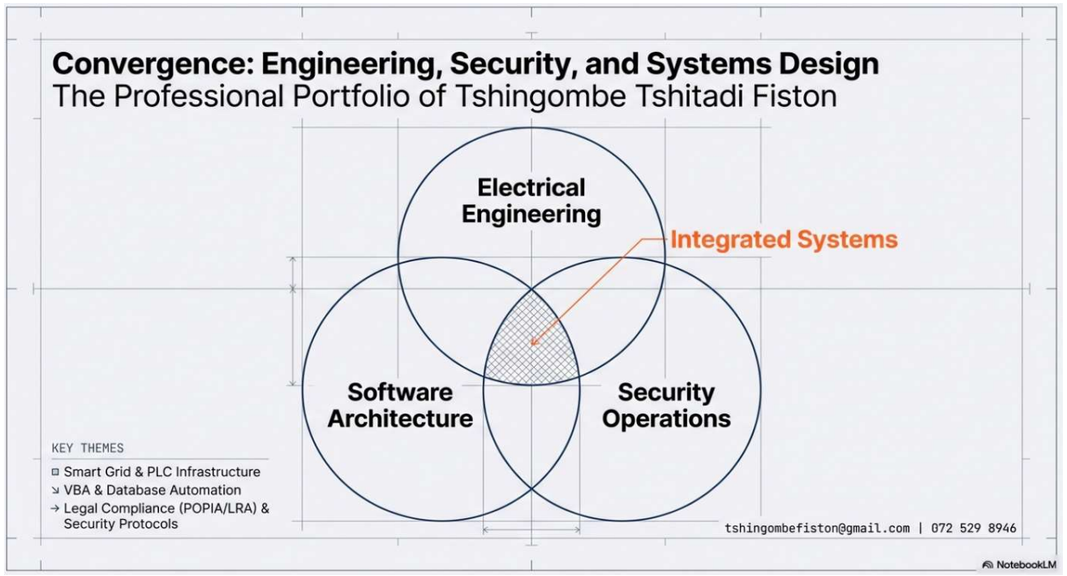
BAND 3. LEGAL INTERSECTION

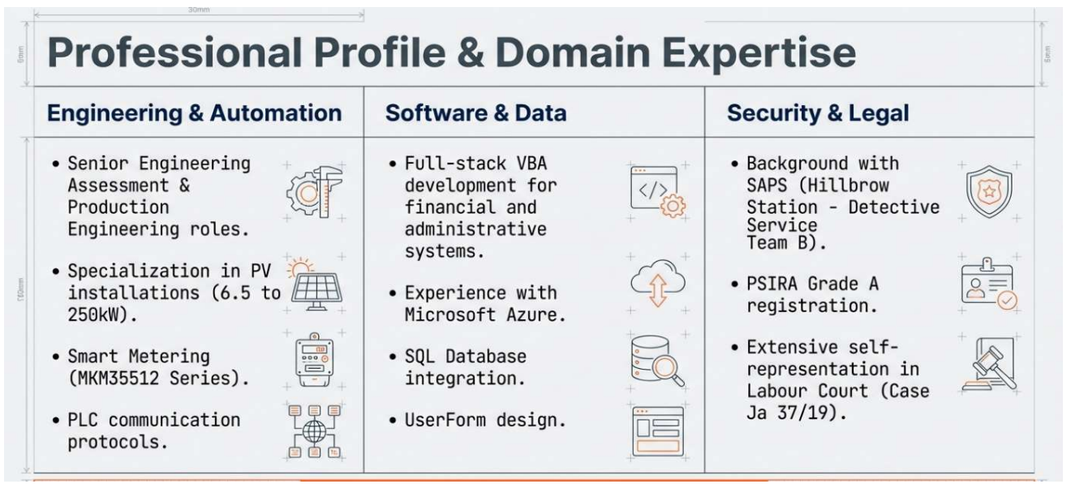
- Application of Labour Law within the Security Sector.
- Navigation of Bargaining Council Agreements and Provident Fund Disputes.

NotebookLM

STRATEGIC VALUE PROPOSITION: THE MULTIDISCIPLINARY ADVANTAGE

ENGINEERING
Technical Automation
Regulatory Hardware
TOTAL SYSTEMS INTEGRITY
SOFTWARE DEV
LEGAL & COMPLIANCE
Digital Compliance
KEY TAKEAWAYS
• Technical Precision: Complex hardware & automation design.
• Operational Security: Robust digital & physical security protocols.
• Regulatory Shielding: Full compliance with LRA, POPIA, and Civil Procedure.
A holistic approach to technology management integrating build-quality with legal compliance.
NotebookLM


Convergence: Engineering, Security, and Systems Design
The Professional Portfolio of Tshingombe Tshitadi Fiston
Electrical Engineering
Integrated Systems
Software Architecture
Security Operations
KEY THEMES
Smart Grid & PLC Infrastructure
VBA & Database Automation
Legal Compliance (POPIA/LRA) & Security Protocols
tshingombefiston@gmail.com | 072 529 8946
NotebookLM


Professional Profile & Domain Expertise
Engineering & Automation
• Senior Engineering Assessment & Production Engineering roles.
• Specialization in PV installations (6.5 to 250kW).
• Smart Metering (MKM35512 Series).
• PLC communication protocols.
Software & Data
• Full-stack VBA development for financial and administrative systems.
• Experience with Microsoft Azure.
• SQL Database integration.
• UserForm design.
Security & Legal
• Background with SAPS (Hillbrow Station - Detective Service Team B).
• PSIRA Grade A registration.
• Extensive self-representation in Labour Court (Case Ja 37/19).

Qualification Highlight

Diplomas and Certifications: St Peace College (Electrical) | Alison (Engineering) | Microsoft (Security Policy)

NotebookLM

Specialized Security Systems: Crime Management.

Problem Statement

Manual processing of crime activities limits the ability to store, retrieve, and manage criminal data effectively.

Solution: Web-Based Crime Management System (Samara City Project)

NotebookLM

Operational Context: SAPS & Detective Services.

Detective Service: Economic Crimes (Investigation Team B)

Location: Hillbrow Station, Gauteng
Reference: SAPS Ref GP 49/3/17 & GP 38/3/17

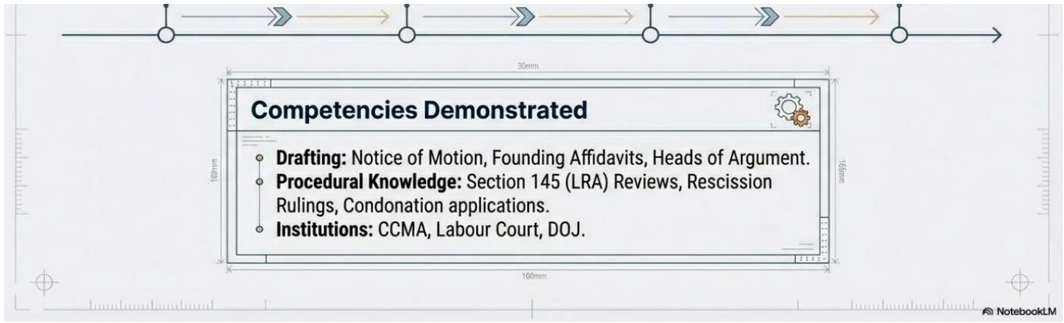
Operational Competencies.

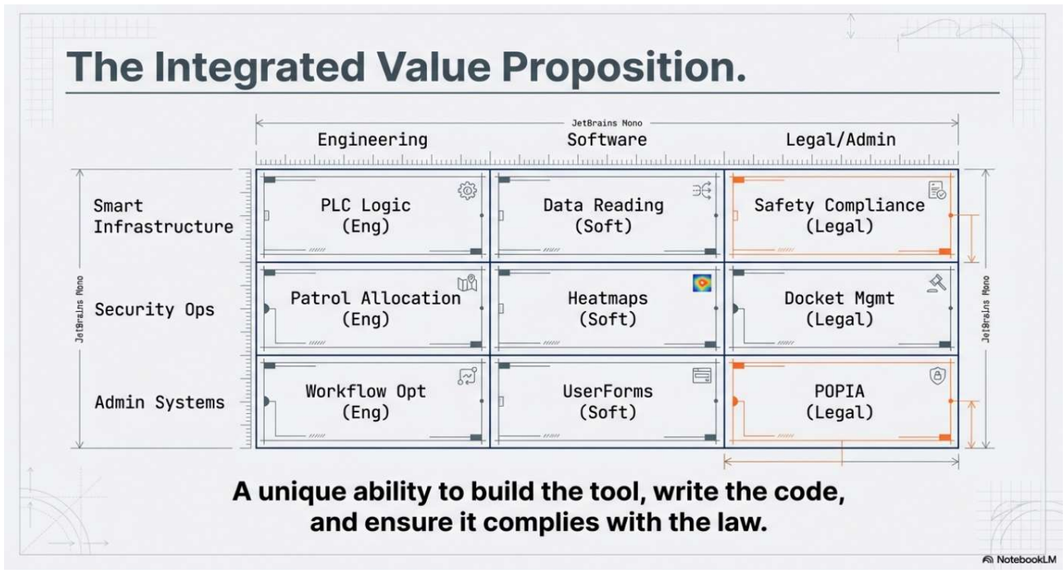
Docket Management
Ensuring crime information is accurately reflected on the Crime Administration System (CAS).
Sector Policing
Managing crime prevention operations and allocating physical resources to high-risk zones.
Investigation Protocols
Principles of Police Investigation, Crime Scene Management, and Evidence Collection.

NotebookLM

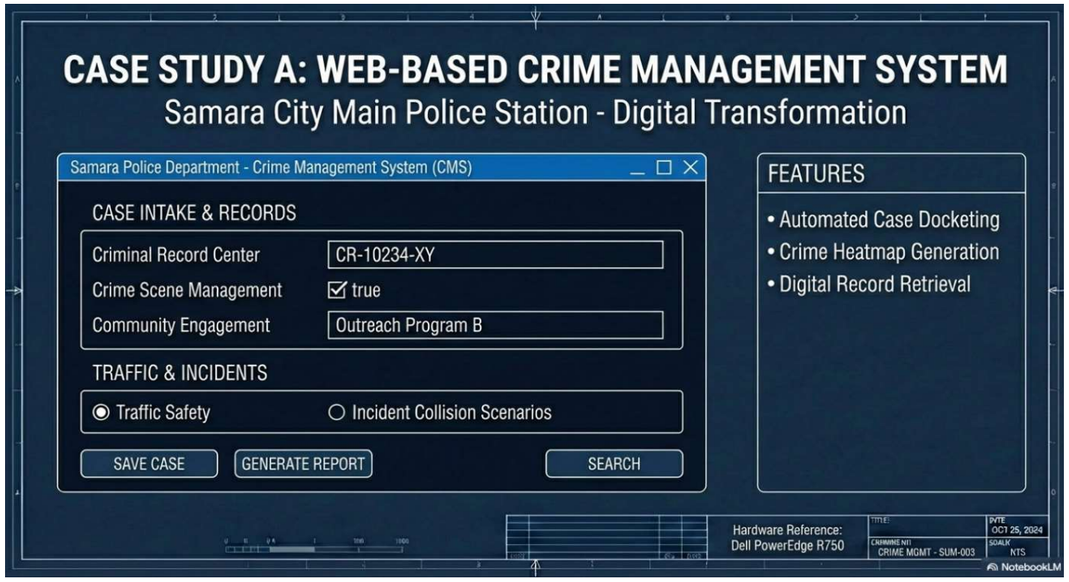
Legal Framework & Dispute Resolution.

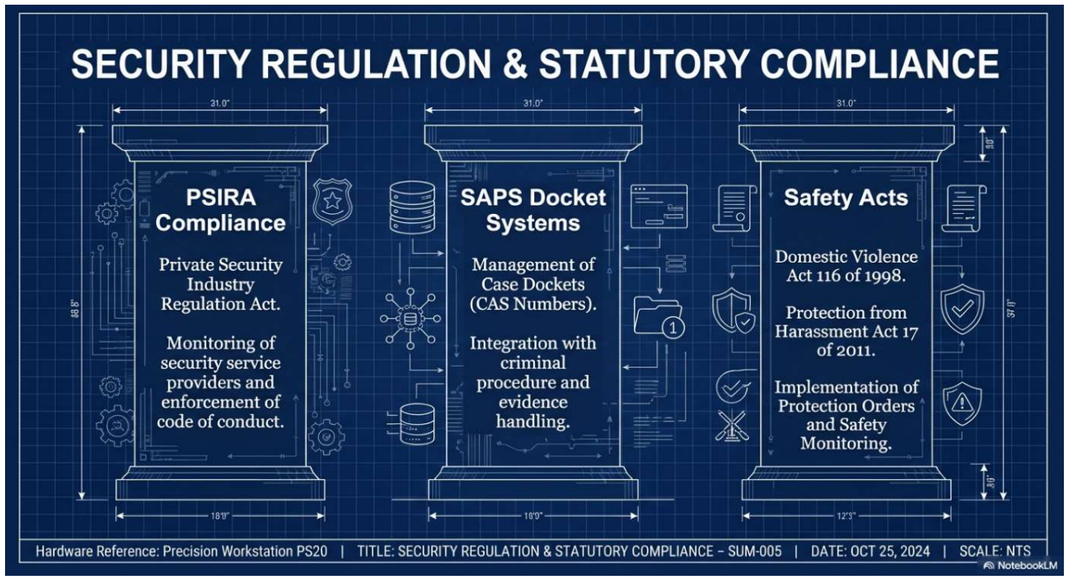
Case Study: Tshingombe Tshitadi Fiston v. Elizabeth Lerumu & CCMA (Case Ja 37/19).


Competencies Demonstrated
Drafting: Notice of Motion, Founding Affidavits, Heads of Argument.
Procedural Knowledge: Section 145 (LRA) Reviews, Rescission Rulings, Condonation applications.
Institutions: CCMA, Labour Court, DOJ.
NotebookLM


The Integrated Value Proposition.
JetBrains Mono
Engineering
Software
Legal/Admin
Smart Infrastructure
Security Ops
Admin Systems
PLC Logic (Eng)
Data Reading (Soft)
Safety Compliance (Legal)
Patrol Allocation (Eng)
Heatmaps (Soft)
Docket Mgmt (Legal)
Workflow Opt (Eng)
UserForms (Soft)
POPIA (Legal)
A unique ability to build the tool, write the code, and ensure it complies with the law.
NotebookLM

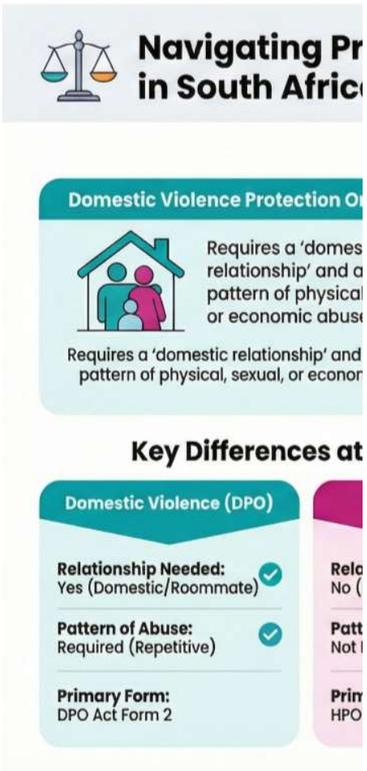
Ready to Deploy: Engineering & Security Solutions
From wiring 250kW PV grids to architecting financial systems and navigating High Court litigation—offering a robust, multi-displinary skillset.
Tshingombe Tshitadi Fiston
tshingombefiston@gmail.com
072 529 8946
Johannesburg, Gauteng
NotebookLM


CASE STUDY A: WEB-BASED CRIME MANAGEMENT SYSTEM
Samara City Main Police Station - Digital Transformation
Samara Police Department - Crime Management System (CMS)
CASE INTAKE & RECORDS
Criminal Record Center
CR-10234-XY
Crime Scene Management
true
Community Engagement
Outreach Program B
TRAFFIC & INCIDENTS
Traffic Safety
Incident Collision Scenarios
SAVE CASE
GENERATE REPORT
SEARCH
FEATURES
• Automated Case Docketing
• Crime Heatmap Generation
• Digital Record Retrieval
Hardware Reference:
Dell PowerEdge R750
TITLE:
CRIME MGMT - SUM-003
DATE:
OCT 25, 2024
SCALE:
NTS
NotebookLM


SECURITY REGULATION & STATUTORY COMPLIANCE
PSIRA Compliance
Private Security Industry Regulation Act.
Monitoring of security service providers and enforcement of code of conduct.
SAPS Docket Systems
Management of Case Dockets (CAS Numbers).
Integration with criminal procedure and evidence handling.
Safety Acts
Domestic Violence Act 116 of 1998.
Protection from Harassment Act 17 of 2011.
Implementation of Protection Orders and Safety Monitoring.
Hardware Reference: Precision Workstation PS20 | TITLE: SECURITY REGULATION & STATUTORY COMPLIANCE – SUM-005 | DATE: OCT 25, 2024 | SCALE: NTS
NotebookLM

The 3-Step Legal Path to Safety
Pattern of Abuse
Repetitive actions required
Common Forms
Physical, sexual, or financial abuse

ating Protection Orders in South Africa:
Domestic Violence vs. Harassment
cial system provides protection through two specific acts: the Domestic Violence Act (116 of 1998) and the Protection from Harassment While both aim to stop abuse, they differ significantly based on the relationship between parties and the nature of the behavior.
tic Violence DPO)
stic relationship, such as a spouse, or roommate.
Relationship
Required (Domestic)
Frequency
Repetitive pattern of abuse
Harassment Protection Order (HPO)
No relationship is required; applicable against neighbors, strangers, or anyone outside the home.
Relationship
Not Required (Strangers/Heighbors)
Frequency
Single offense may be sufficient
First Offense
Can be granted for a single incident
Common Forms
Stalking, messaging, or unwanted packages
Step 1: Complete Form 2 and Affidavit
Document specific dates, times, and places of incidents thoroughly.
Step 2: Service of the Interim Order
The order is only valid once personally served by a sheriff or police.
Step 3: Violation Penalties
Breaching a final order can result in up to 5 years imprisonment.
NotebookLM


Navigating Pr
in South Afric
Domestic Violence Protection O
Requires a 'domes
relationship' and a
pattern of physica
or economic abus
Requires a 'domestic relationship' and
pattern of physical, sexual, or econo
Key Differences at
Domestic Violence (DPO)
Relationship Needed:
Yes (Domestic/Roommate)
Pattern of Abuse:
Required (Repetitive)
Primary Form:
DPO Act Form 2

otection Orders
a: DPO vs. HPO

Based on the **Domestic Violence Act 116 of 1998** and the **Protection from Harassment Act 17 of 2011**, this guide outlines how to secure legal protection against abuse, distinguishing between domestic relationships and general harassment, and detailing the judicial process.

Understanding the Protection Order Types

rder (DPO)

tic
repetitive
l, sexual,
e.

a repetitive
nic abuse.

Shared Prohibitions

- Seize firearms
- Prohibit entry to residences
- Stop financial threats

Harassment Protection Order (HPO)

No prior relationship required; a first offense is sufficient to apply for protection.

a Glance

Harassment (HPO)

tionship Needed:
Neighbors/Strangers)

ern of Abuse:
Required (First offense OK)

nary Form:
Act Form 2

The 3-Step Application Process

Step 1: Complete Form 2

Submit an accurate Form 2 supported by a detailed affidavit of specific incidents.

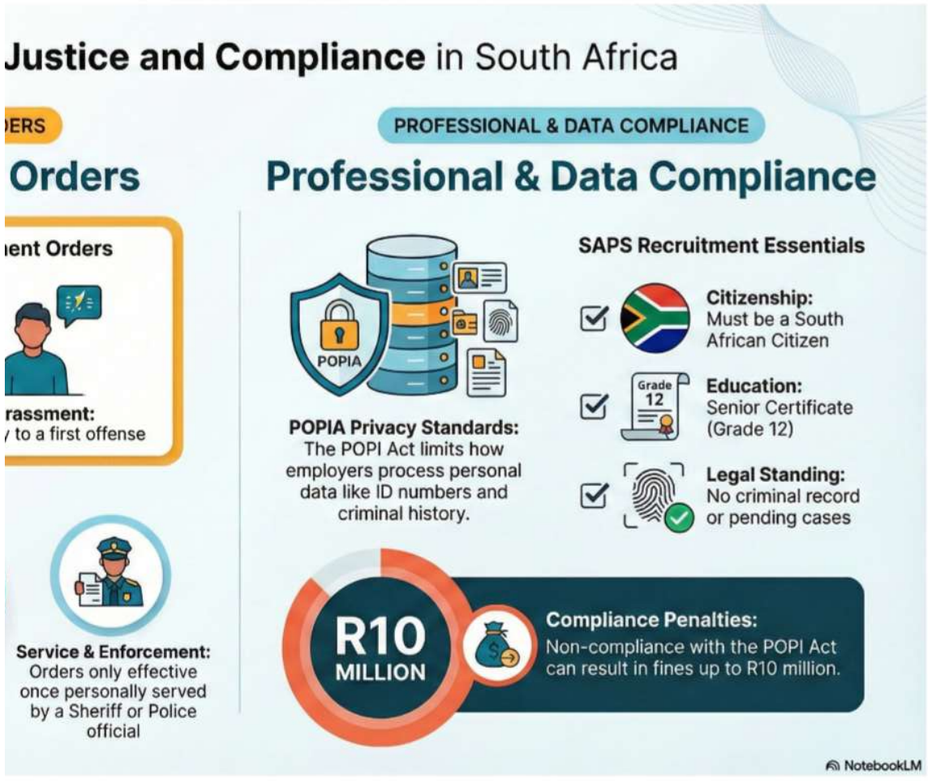
Step 2: Interim Order Discretion

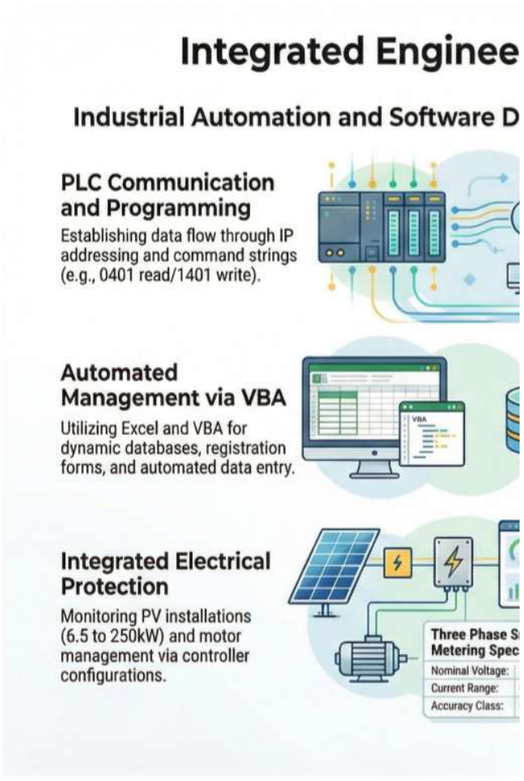
A Magistrate considers the application and may grant a temporary 'Interim' protection order.

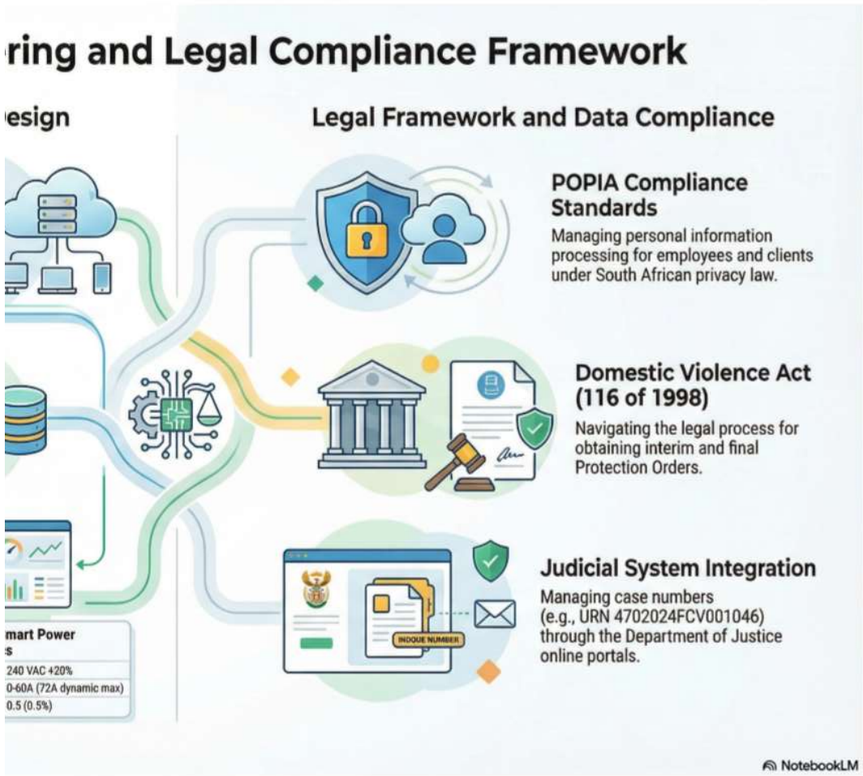
Step 3: Service and Finalization

The order must be served by a Sheriff; violating it carries up to 5 years imprisonment.

NotebookLM


Justice and Compliance in South Africa
ERS
Orders
ent Orders
rassment:
to a first offense
Service & Enforcement:
Orders only effective once personally served by a Sheriff or Police official
PROFESSIONAL & DATA COMPLIANCE
Professional & Data Compliance
POPIA
POPIA Privacy Standards:
The POPI Act limits how employers process personal data like ID numbers and criminal history.
SAPS Recruitment Essentials
Citizenship:
Must be a South African Citizen
Grade 12
Education:
Senior Certificate (Grade 12)
Legal Standing:
No criminal record or pending cases
R10 MILLION
Compliance Penalties:
Non-compliance with the POPI Act can result in fines up to R10 million.
NotebookLM


Integrated Enginee
Industrial Automation and Software D
PLC Communication and Programming
Establishing data flow through IP addressing and command strings (e.g., 0401 read/1401 write).
Automated Management via VBA
Utilizing Excel and VBA for dynamic databases, registration forms, and automated data entry.
VBA
Integrated Electrical Protection
Monitoring PV installations (6.5 to 250kW) and motor management via controller configurations.
Three Phase S
Metering Spec
Nominal Voltage:
Current Range:
Accuracy Class:


ring and Legal Compliance Framework
esign
Legal Framework and Data Compliance
POPIA Compliance Standards
Managing personal information processing for employees and clients under South African privacy law.
Domestic Violence Act (116 of 1998)
Navigating the legal process for obtaining interim and final Protection Orders.
Judicial System Integration
Managing case numbers (e.g., URN 4702024FCV001046) through the Department of Justice online portals.
INDQUE NUMBER
mart Power
s
240 VAC +20%
0-60A (72A dynamic max)
0.5 (0.5%)
NotebookLM